



south carolina
STATE LIBRARY

Survey of South Carolina
Public Librarian Salaries
2005

December 2005

South Carolina State Library Survey of Public Librarian Salaries 2005

In March 2005 the South Carolina State Library conducted a salary and benefits study of full-time public library staff holding master's degrees from programs of library and information studies accredited by the American Library Association. Thomas Reddick developed the survey using SurveyMonkey, an online survey tool. Libby Law compiled and analyzed the data and prepared the report. The survey was sent to all county and regional libraries and to one municipal library. Two county libraries do not have staff meeting the survey criteria. There was a 100% response rate.

Libraries must offer competitive salaries and benefits in order to recruit and retain qualified staff. The Survey documents that 22% of the public librarians in SC are eligible to retire within the next 5 years including 45% of the directors, 44% of the deputy directors, 25% of the department heads, 12% of the managers, and 13% of the professional staff who do not supervise.

Denise Davis, Director of the ALA Office for Research and Statistics authorized the use of the annual survey conducted by the American Library Association, Office of Research and Statistics as a model for the South Carolina survey. This made comparisons with southeastern and national data possible. The southeastern states include: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

Libraries were asked to report the actual salary paid to each full-time person in each of 6 categories. When actual salary data was unavailable, libraries were asked to report the midpoint of the salary range for each person. The definitions for each category were based on the American Library Association, Office of Research and Statistics Survey.

Data was received for 11,341 full time staff. The 6 library position categories are:

Director (11%): Chief officer of the library or library system.

Deputy Director (5%): Persons who report to the Director and manage major aspects of the library operation (e.g., technical services, public services, collection development, systems/automation).

Department Head/Coordinators/Senior Managers (21%): Persons who supervise one or more professional librarians.

Managers/Supervisors of Support Staff (22%): Persons who supervise support staff in any part of the library but do not supervise professional librarians.

Librarians Who Do Not Supervise (34%): Full-time staff with master's degrees from programs in library and information studies accredited by ALA who were not reported earlier and who do not supervise.

Beginning Librarian (7%): Full-time staff with master's degrees from programs in library and information studies accredited by ALA but no professional experience after receiving the degree.

The Survey of Librarian Salaries 2004 conducted by the American Library Association, Office of Research and Statistics provides salary data for large public libraries (those serving populations of over 100,000) and Medium-sized public libraries (those serving populations of from 25,000 to 99,999). This information is categorized by region of the country and a total for all regions. For reporting purposes the four South Carolina public libraries serving populations of less than 25,000 were compared to the southeastern and national data for libraries serving populations of 25,000-99,999.

The ALA report does not provide summary data for all public libraries. Therefore the data for All Academic and Public Libraries was used for summary comparisons in this report.

In addition to the comparisons with data contained in the ALA survey, a number of other comparisons are provided.

- Comparison of Library Director salary data by number of outlets of the library, by number of FTE staff, and to County Administrator salary data. Salary data for County Administrators is based on information from the *South Carolina Association of Counties Wage and Salary Report*. For regional libraries the salary of each county administrator within the region was used to calculate an average for the region.
- Managers/Supervisors of Support Staff salaries were compared to the median salary of a Masters Plus 30 teacher on the South Carolina State Department of Education 2004-2005 State Minimum Salary Scale. The comparison was selected because the positions have similar education requirements and comparable levels of responsibility. The base plus Education Improvement Act (EIA) salary excluding any local district supplements was used for calculation of the median salary for a Masters Plus 30 teacher.
- Librarians Who Do Not Supervise salaries were compared to the median salary for a Class 1 Masters A teacher on the South Carolina State Department of Education 2004-2005 State Minimum Salary Scale. The comparison was selected because the positions have similar education requirements and comparable levels of responsibility. The base plus Education Improvement Act (EIA) salary excluding any local district supplements was used for calculation of the median salary for a Class 1 Masters A Teacher.
- Beginning Librarians salaries were compared to the beginning salary of a Class 1 Masters A teacher on South Carolina State Department of Education 2004-2005 State Minimum Salary Scale. The comparison was selected because the positions have similar education requirements and comparable

levels of responsibility. The base plus Education Improvement Act (EIA) salary excluding any local district supplements was used for calculation of the beginning salary for a Class 1 Masters A Teacher.

Tables and graphs are provided to show representative data. Below are definitions for terms used:

Minimum:	The lowest salary reported.
Maximum:	The highest salary reported.
Average or Mean:	All the salaries were added together and the result was divided by the total number of salaries reported.
Median:	When the salaries are arranged from high to low, 50% of the salaries fall above the number and 50% fall below the number.
First Quartile:	When the salaries are arranged from high to low, 25% of the salaries fall below the number and 75% fall above the number.
Third Quartile:	When the salaries are arranged from high to low, 75% of the salaries fall below the number and 25% fall above the number.

Libraries were asked to report on the benefits provided. One hundred percent of the libraries provide Health Insurance, and some form of leave for vacation and illness. Seven libraries provide additional personal days for staff. Three libraries provide personal days in lieu of vacation leave and sick leave.

Findings:

With the exception of Beginning Librarian positions, average salaries of South Carolina Public Librarians are less than the average salaries in the Southeast.

Directors:

- The average salary paid to a Library Director in SC is 19% below the SE average and 28% of the national average.
- The median salary paid to a Library Director in SC is 11% below the SE median and 24% below the national median.
- The average salary of public library directors is 37% below the average salary of county administrators/supervisors/managers.
- The median salary of public library directors is 35% below the median salary of county administrators/supervisors/managers.

Deputy Directors:

- The average salary paid to a Deputy Director in SC is 10% below the SE average and 21% below the national average.
- The median salary paid to a Library Director in SC is 8% below the SE median and 21% below the national median.

Department Heads/Coordinators/Senior Managers:

- The average salary paid to a Department Head in SC is 13% below the SE average and 18% below the national average.
- The median salary paid to a Department Head in SC is 22% below the SE median and 22% below the national median.

Managers/Supervisor of Support Staff:

- The average salary paid to a Managers/Supervisors of support staff in SC is 4% below the SE average and 12% below the national average.
- The median paid to Manages/Supervisors of Support Staff in SC is 3% below the SE average and 11% below the national average.
- The average salary paid to managers/supervisors of support staff is 2% more than the average salary of a Class 1 Masters A teacher.
- The median salary paid to managers/supervisors of support staff is 2% less than the median salary of a Class 1 Masters A teacher.

Librarians Who Do Not Supervise:

- The average salary paid to Librarians Who Do Not Supervise in SC is 11% below the SE average and 18% below the National average.
- The median salary paid to Librarians Who Do Not Supervise in SC is 10% below the SE median and 17% below the national median.
- The average salary paid to librarians who do not supervise is 2% below the average salary of a Class 1 Masters A teacher in South Carolina.
- The median salary paid to librarians who do not supervise is 4% below the median salary of a Class 1 Masters A teacher in South Carolina.

Beginning Librarians:

- The average salary paid to Beginning Librarians in SC is 11% above the SE average and 7% below the National average.
- The median salary paid to Beginning Librarians in SC is 5% above the SE median and 8% below the national median.
- The average salary of Beginning Librarians in South Carolina's rural libraries (those serving populations of less than 100,000) is 27% below the average salary of Beginning Librarians in urban South Carolina libraries (those serving populations of 100,000 or more).
- The median salary of Beginning Librarians in South Carolina's rural libraries (those serving populations of less than 100,000) is only 33% below the median salary of Beginning Librarians in urban South Carolina libraries (those serving populations of 100,000 or more).
- The average salary paid to beginning librarians in South Carolina is 22% above the beginning salary for a Class 1 Masters A Media Specialist.
- The median paid to beginning librarians in South Carolina is 18% above the beginning salary for a Class 1 Masters A Media Specialist.

Twenty two percent of the public librarians excluding beginning librarians, are eligible to retire within the next 5 years.

- 45% of Library Directors
- 44% of Deputy Directors
- 25% of Department Heads/Coordinators/Senior Managers
- 12% of Managers/Supervisors of Support Staff
- 13% of Librarians Who Do Not Supervise

The average salary of public library directors is 63% of the average salary of County Administrators.

- Large Public Libraries –67% of the average salary of county administrators
- Medium-sized Public Libraries – 60% of the average salary of county administrators
- Small Public Libraries – 60% of the average salary of county administrators

The median salary of public library directors is 65% of the median salary of County Administrators.

- Large Public Libraries – 60%
- Medium-sized Public Libraries – 64%
- Small Public Libraries – 49%

Forty-five percent of SC public libraries employ deputy directors.

- 60% of large public libraries employ deputy directors
- 33% of medium-sized public libraries employ deputy directors.
- No small libraries have deputy directors.

Relationship of Staff Salaries to Library Director Salaries

	% Average Director Salary	% Median Director Salary
Deputy Director	90%	89%
Department Head	70%	76%
Managers	70%	70%
Libn who do not supervise	64%	64%
Beginning Librarians	62%	61%

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Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Director - Large Public Libraries (Serving a population of 100,000 or more)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=198	\$100,810	\$43,952	\$80,395	\$98,442	\$120,054	\$231,750
Southeastern N=46	\$88,615	\$49,993	\$65,664	\$84,306	\$114,155	\$145,000
South Carolina N=15 R=6 (40%)	\$76,665	\$57,080	\$61,150	\$74,700	\$84,696	\$124,118
SC County Adm* N=17	\$113,764	\$79,703	\$93,590	\$124,488	\$129,845	\$146,837

Director -Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=267	\$72,921	\$24,390	\$57,893	\$70,013	\$83,200	\$141,218
Southeastern N=45	\$57,918	\$35,000	\$48,156	\$54,843	\$64,986	\$90,679
South Carolina N=21 R=10 (48%)	\$47,654	\$33,600	\$39,465	\$49,000	\$55,181	\$61,996
SC County Adm* N=24	\$79,922	\$50,000	\$70,730	\$76,016	\$91,350	\$122,466

Director - Small Public Libraries (Serving a population of less than 25,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National	\$72,921	\$24,390	\$57,893	\$70,013	\$83,200	\$141,218
Southeastern	\$57,918	\$35,000	\$48,156	\$54,843	\$64,986	\$90,679
South Carolina N=4 R=2 (50%)	\$46,906	\$33,883	\$34,721	\$38,295	\$50,480	\$77,151
SC County Adm* N=2	\$78,056	\$55,211	\$66,633	\$78,056	\$89,477	\$100,900

Director - All Public and Academic Libraries (National and Southeastern data includes academic salaries)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=843	\$ 80,823	\$ 24,390	\$ 57,739	\$ 75,000	\$ 98,004	\$241,280
Southeastern N=186	\$ 71,781	\$ 34,100	\$ 50,132	\$ 63,818	\$ 84,256	\$186,500
South Carolina N=40 R=18 (45%)	\$ 58,458	\$ 33,600	\$ 42,155	\$ 57,039	\$ 65,108	\$124,118
SC County Adm* N=39	\$ 92,290	\$ 50,000	\$ 74,648	\$ 87,398	\$ 104,738	\$146,837

* Source of data: 2005 Wage and Salary Report. S.C. Assn. Of Counties. February 2005

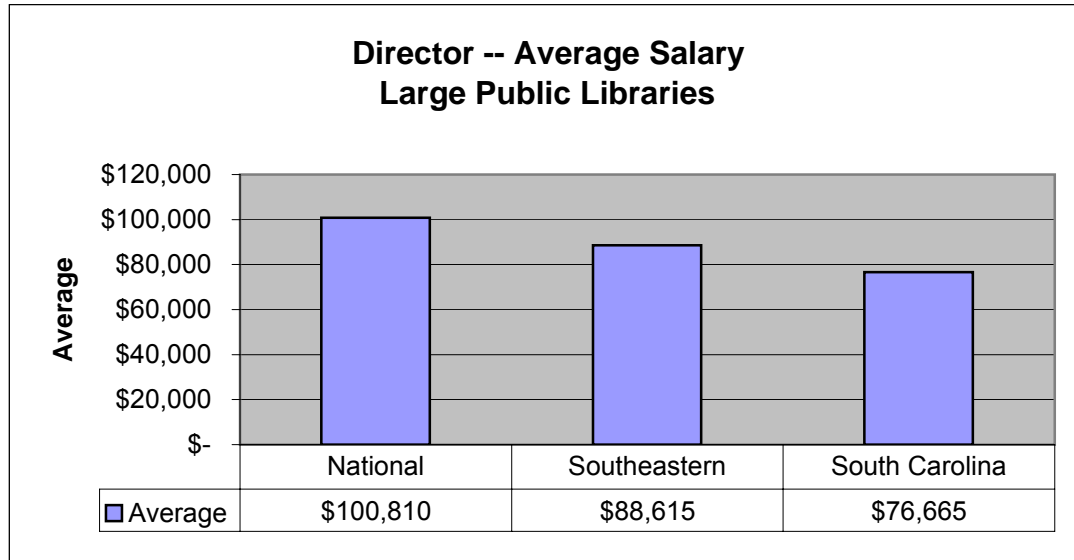
N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

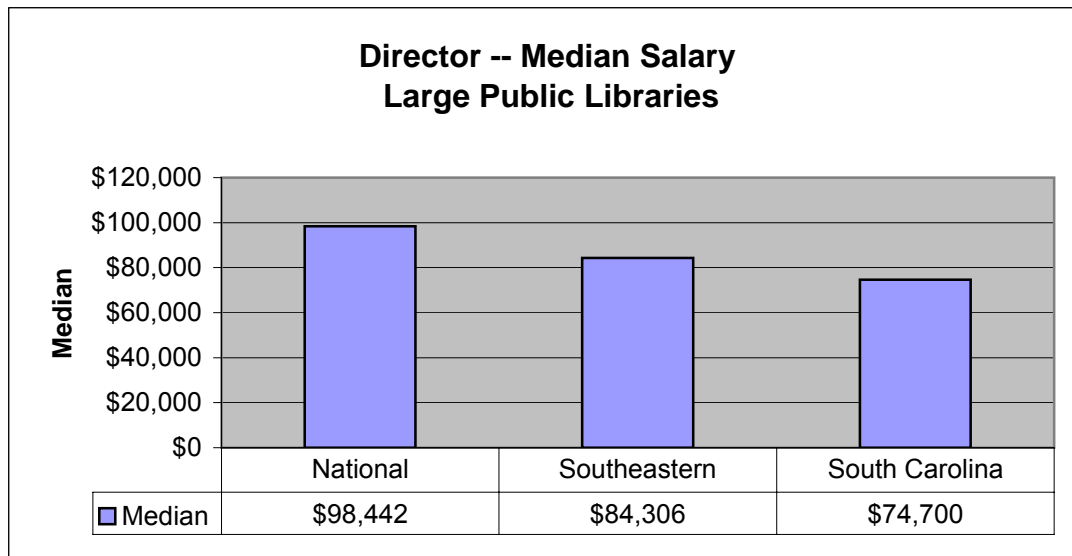
Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Director - Large Public Library
(Serving a population of 100,000 or more)

	Average	% SE	% National
National	\$ 100,810		
Southeastern	\$ 88,615		
South Carolina	\$ 76,665	87%	76%



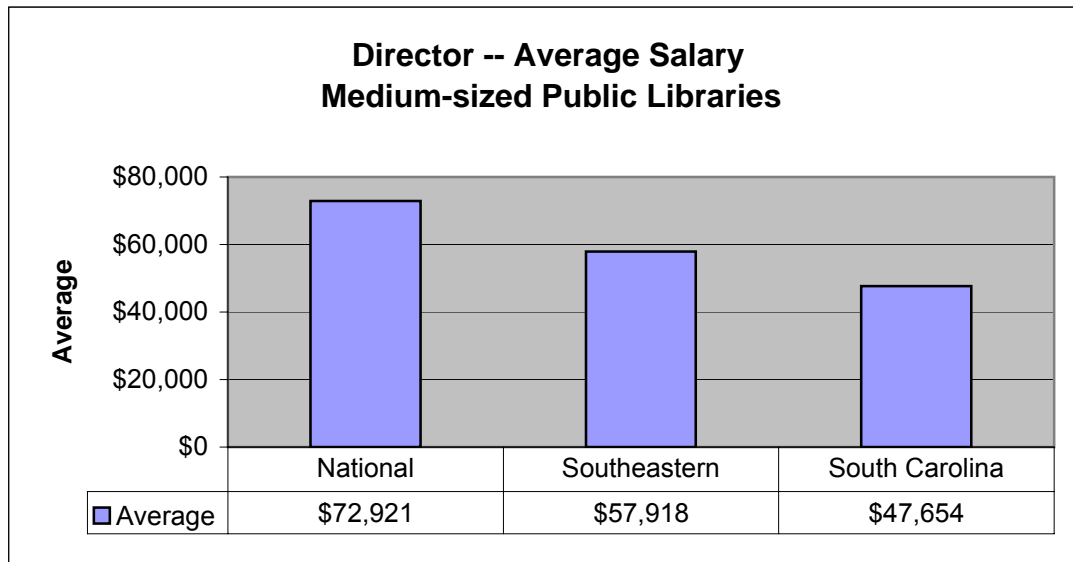
	Median	% SE	% National
National	\$98,442		
Southeastern	\$84,306		
South Carolina	\$74,700	89%	76%



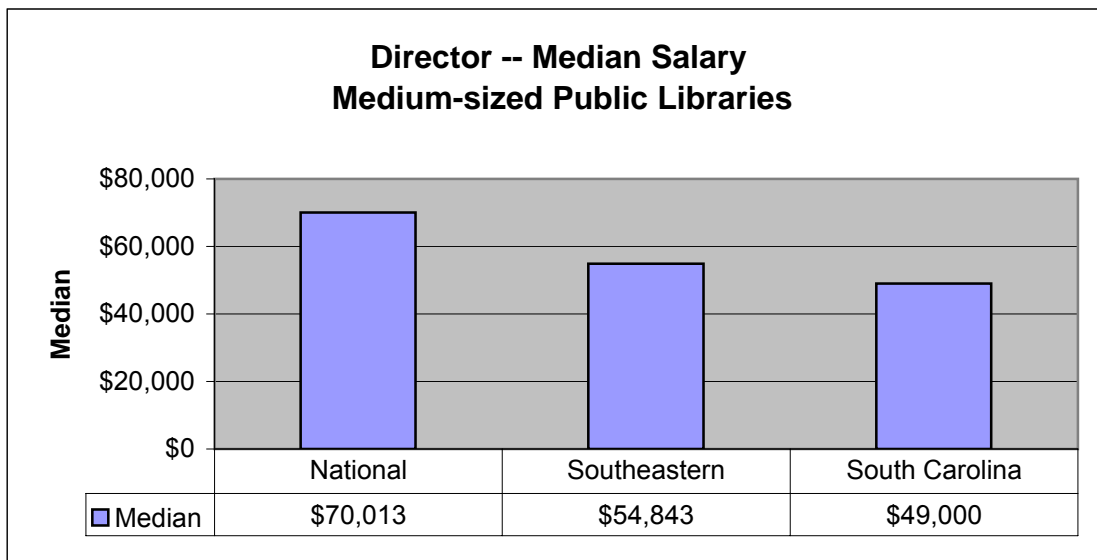
Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

(Serving a population of 25,000 - 99,000)

	Average	% SE	% National
National	\$72,921		
Southeastern	\$57,918		
South Carolina	\$47,654	82%	65%

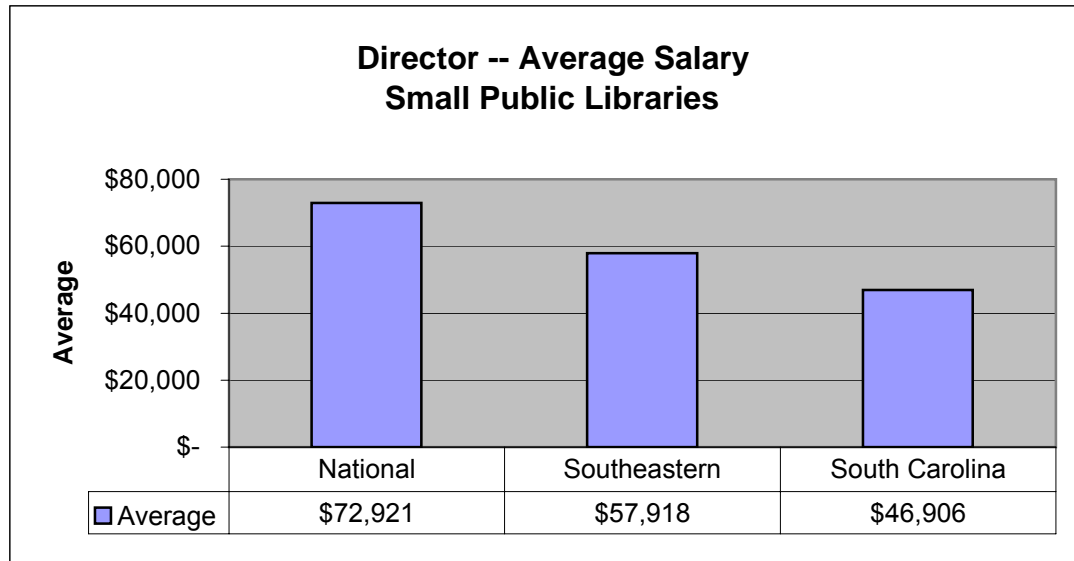


	Median	% SE	% National
National	\$70,013		
Southeastern	\$54,843		
South Carolina	\$49,000	89%	70%

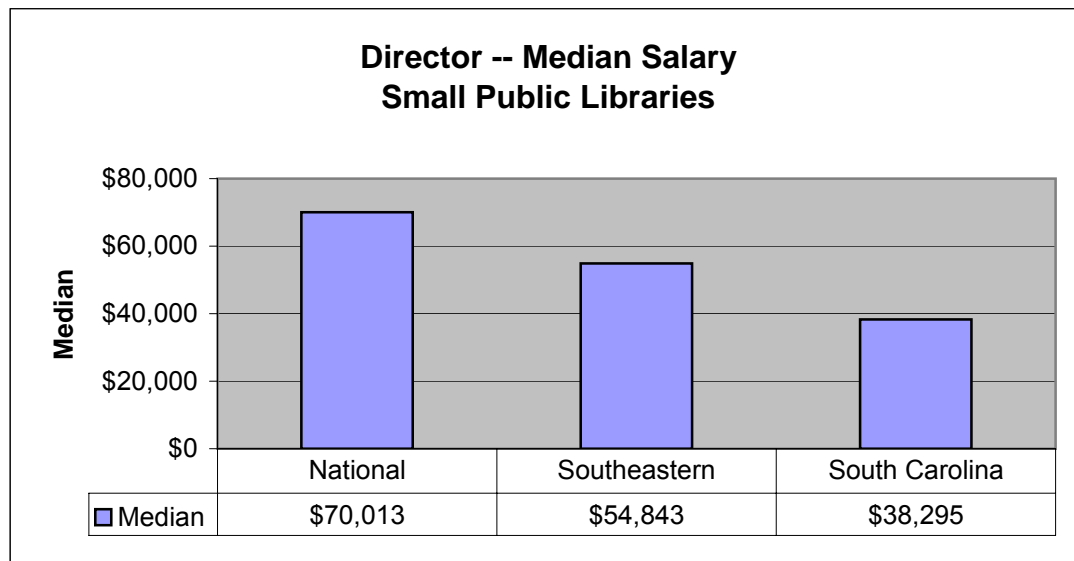


Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

	Average	% SE	% National
National	\$ 72,921		
Southeastern	\$ 57,918		
South Carolina	\$ 46,906	81%	64%



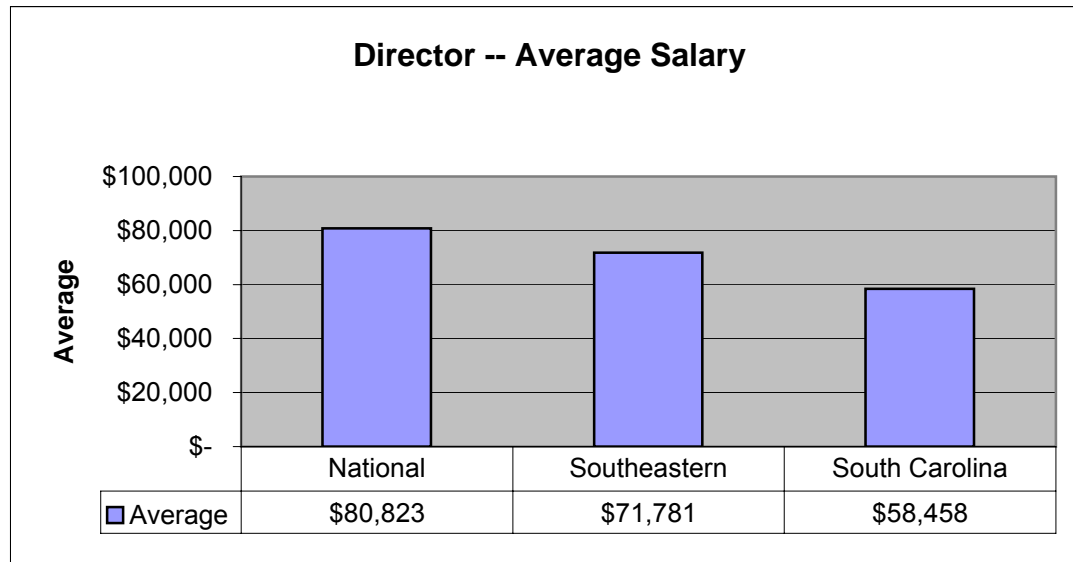
	Median	% SE	% National
National	\$70,013		
Southeastern	\$54,843		
South Carolina	\$38,295	70%	55%



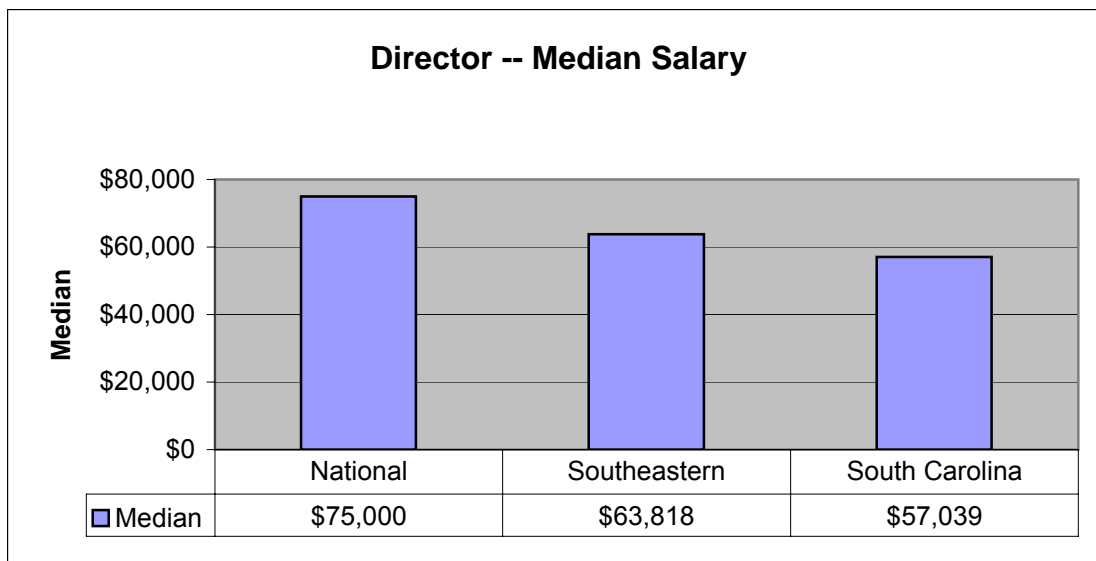
*National and Southeastern data for medium-sized public libraries is used for comparison purposes because

Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

	Average	% SE	% National
National	\$ 80,823		
Southeastern	\$ 71,781		
South Carolina	\$ 58,458	81%	72%



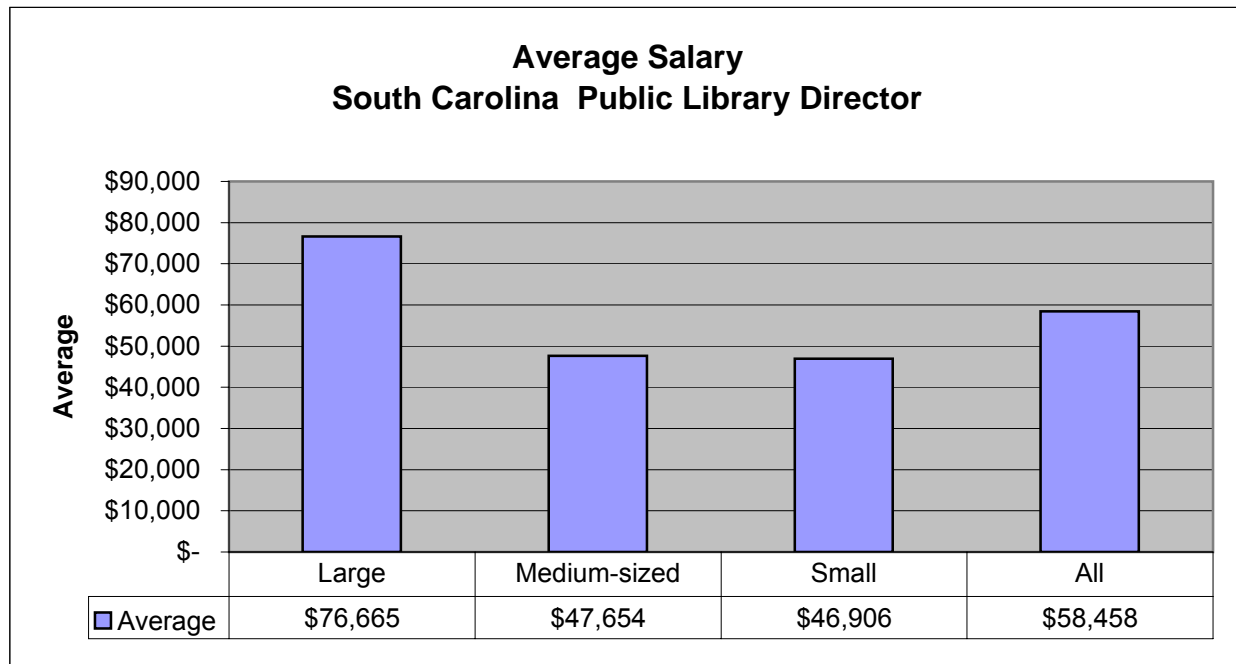
	Median	% SE	% National
National	\$75,000		
Southeastern	\$63,818		
South Carolina	\$57,039	89%	76%



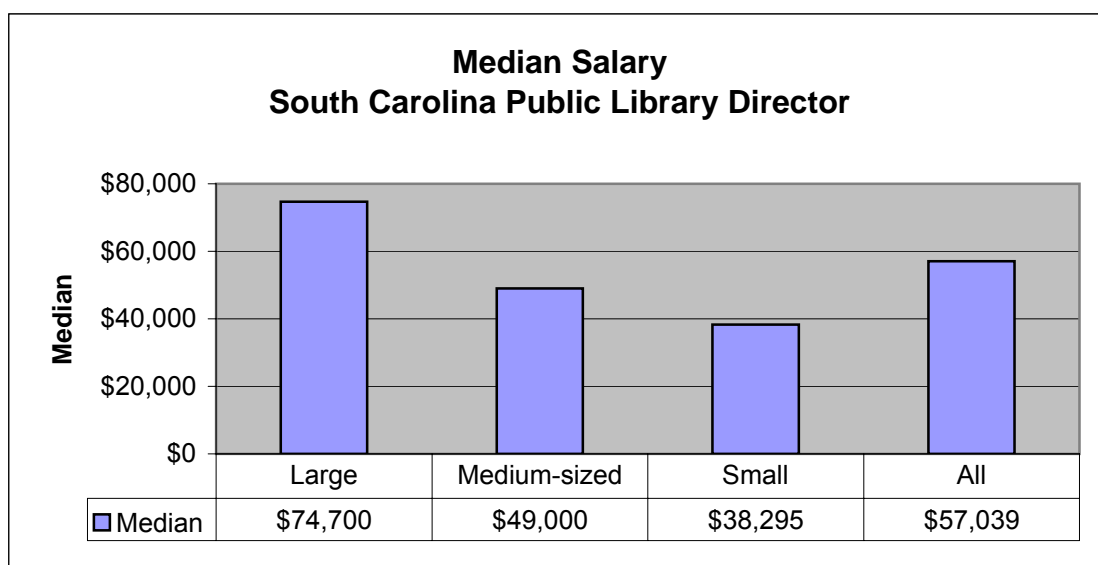
* National and Southeastern data includes public library and academic library salaries.

Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

	Average
Large	\$ 76,665
Medium-sized	\$ 47,654
Small	\$ 46,906
All	\$ 58,458



	Median
Large	\$74,700
Medium-sized	\$49,000
Small	\$38,295
All	\$57,039



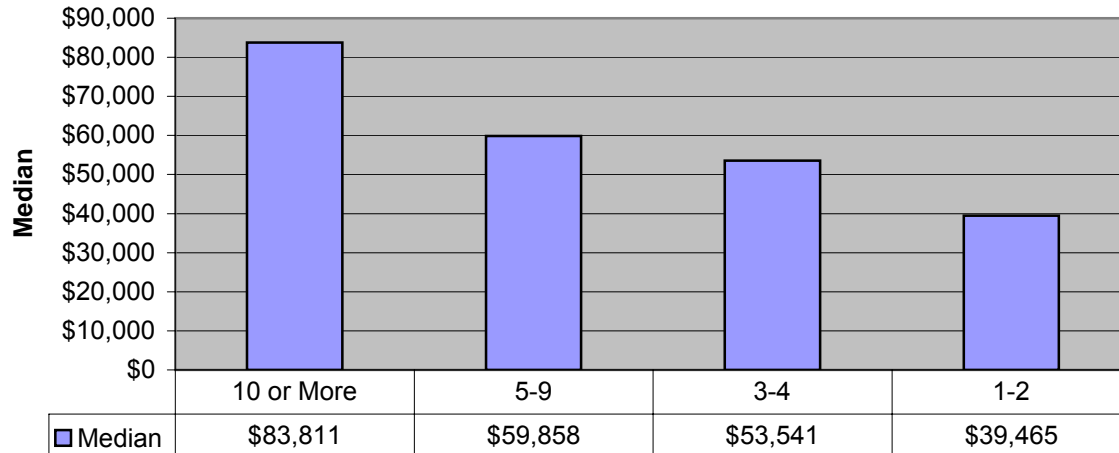
Director's Salary by Number of Outlets

	Median
10 or More	\$83,811

Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

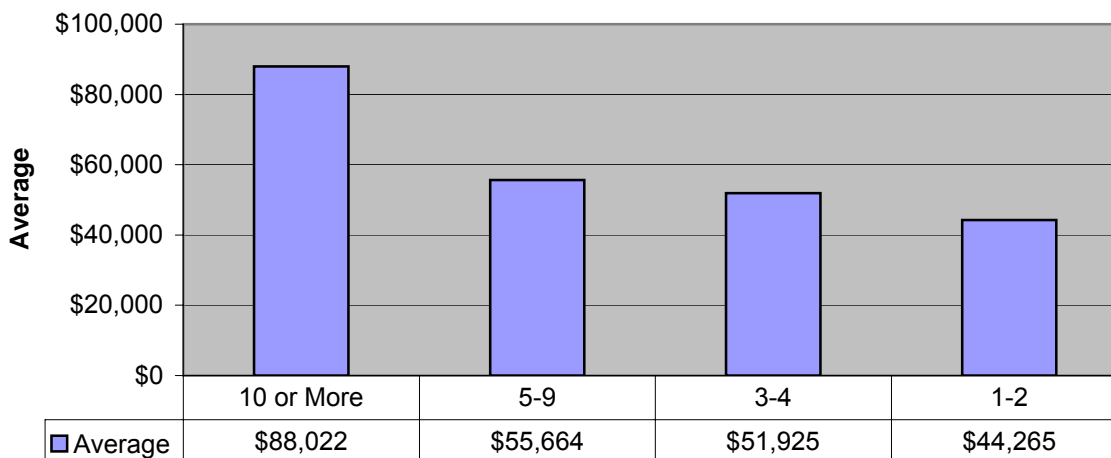
5-9	\$59,858
3-4	\$53,541
1-2	\$39,465

**Directors -- Median Salary
By Number of Outlets**



	Average
10 or More	\$88,022
5-9	\$55,664
3-4	\$51,925
1-2	\$44,265

**Directors -- Average Salary
By Number of Outlets**



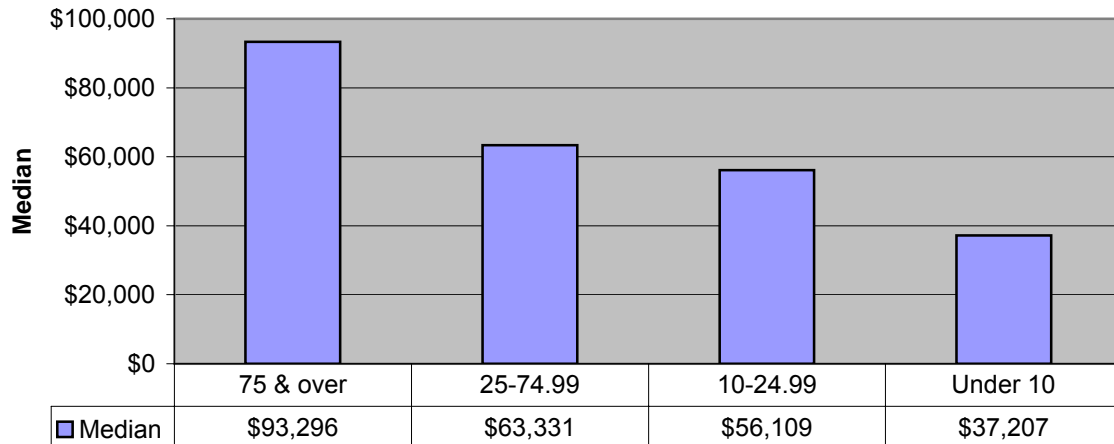
Director's Salaries by Number of FTE Staff

	Median
75 & over	\$93,296
25-74.99	\$63,333
10-24.99	\$56,109

Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

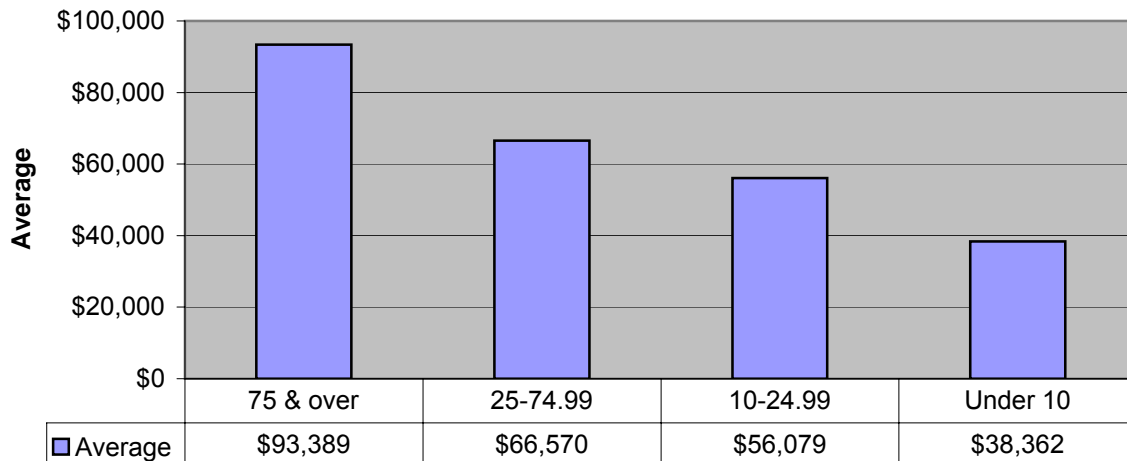
Under 10	\$37,207
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**Directors -- Median Salary
By Number of FTE Staff**



	Average
75 & over	\$93,389
25-74.99	\$66,570
10-24.99	\$56,079
Under 10	\$38,362

**Director -- Average Salary
By Number of FTE Staff**

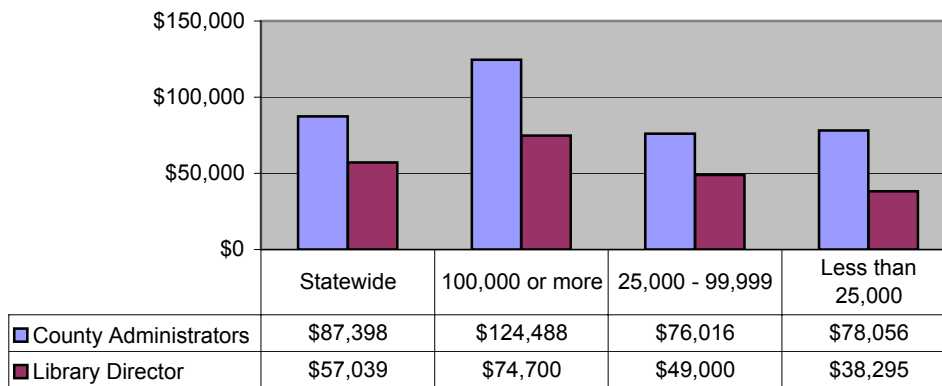


Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Median Salary: County Library Directors and County Administrators*

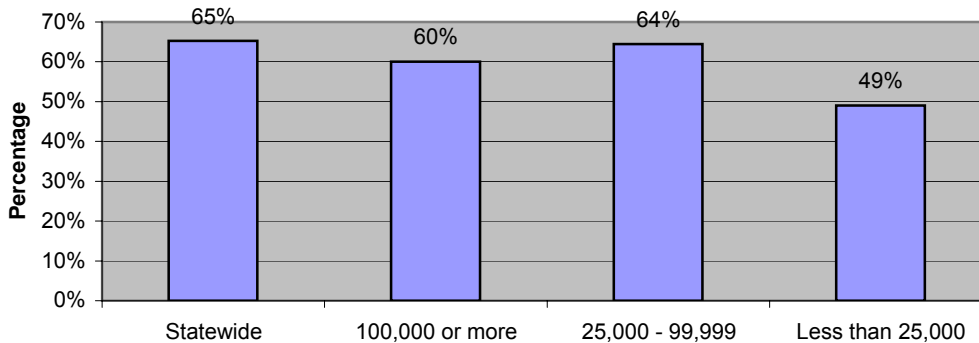
	County Administrators	Library Director
Statewide	\$87,398	\$57,039
100,000 or more	\$124,488	\$74,700
25,000 - 99,999	\$76,016	\$49,000
Less than 25,000	\$78,056	\$38,295

**County Administration and Library Director -- Median Salary
By Population Size**



	Percentage
Statewide	65%
100,000 or more	60%
25,000 - 99,999	64%
Less than 25,000	49%

**Median Library Director Salary as
Percentage of County Administrator Salary
By Population Size**

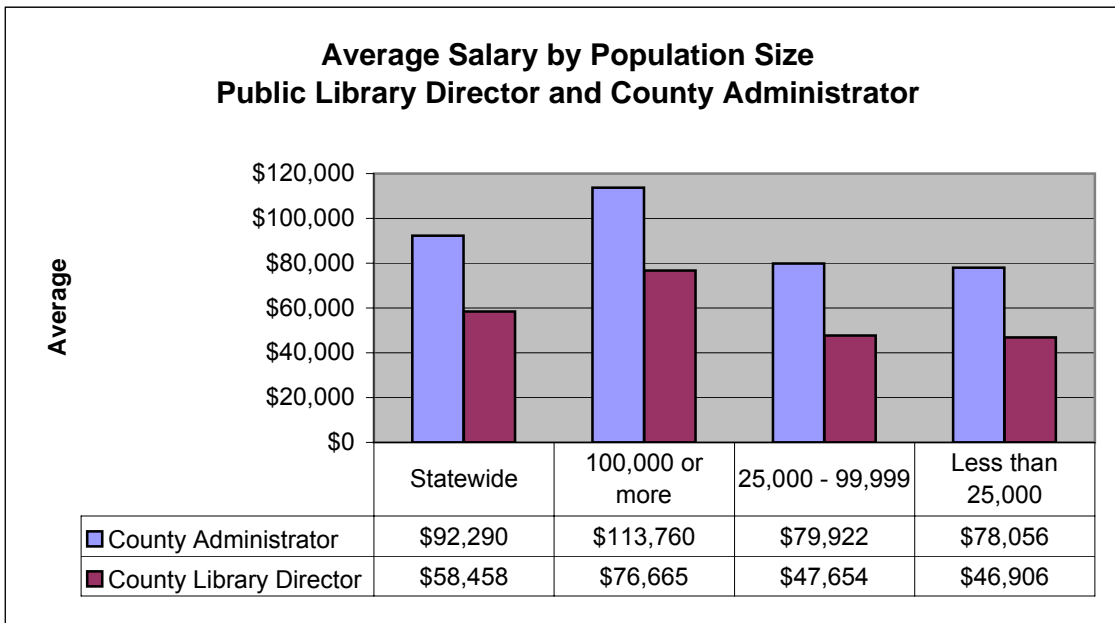


* Source: 2005 Wage and Salary Rept. S.C. Assn of Counties, Feb. 2005

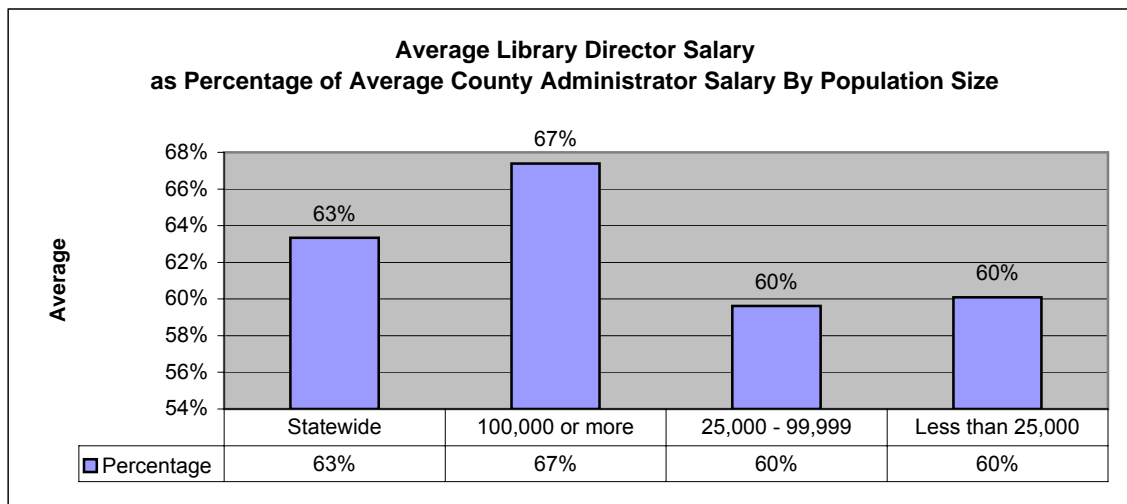
Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Average Salary: County Library Directors and County Administrators*

	County Administrator	County Library Director
Statewide	\$92,290	\$58,458
100,000 or more	\$113,760	\$76,665
25,000 - 99,999	\$79,922	\$47,654
Less than 25,000	\$78,056	\$46,906



	Percentage
Statewide	63%
100,000 or more	67%
25,000 - 99,999	60%
Less than 25,000	60%



* Source: 2005 Wage and Salary Rept. S.C. Assn of Counties, Feb. 2005

Survey of South Carolina Librarian Salaries 2005

Deputy Director - Public Libraries

Deputy Director - Large Public Libraries (Serving a population of 100,000 or more)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=507	\$75,046	\$26,500	\$59,655	\$72,750	\$88,000	\$170,000
Southeastern N=122	\$64,494	\$26,500	\$49,053	\$63,276	\$76,295	\$114,754
South Carolina N=11 R=4 (37%)	\$61,324	\$39,160	\$51,231	\$57,441	\$73,252	\$87,318

Deputy Director - Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=287	\$53,452	\$17,076	\$40,312	\$52,000	\$62,650	\$100,968
Southeastern N=57	\$43,332	\$19,011	\$34,578	\$42,329	\$52,250	\$68,448
South Carolina N=7 R=4 (57%)	\$38,753	\$29,261	\$34,400	\$39,275	\$40,727	\$52,480

Deputy Director - Small Public Libraries (Serving a population of less than 25,000)	
National N= Southeastern N= South Carolina N=	Small Public Libraries reported no Deputy Director Positions

Deputy Director - All Public and Academic Libraries (National and Southeastern data includes academic salaries)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=1,222	\$66,497	\$17,076	\$49,416	\$64,511	\$79,837	\$170,000
Southeastern N=268	\$58,687	\$19,011	\$43,134	\$55,195	\$72,578	\$114,754
South Carolina N=18 R=9 (44%)	\$52,546	\$29,261	\$39,555	\$50,933	\$59,393	\$87,318

N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

Survey of South Carolina Librarian Salaries 2005

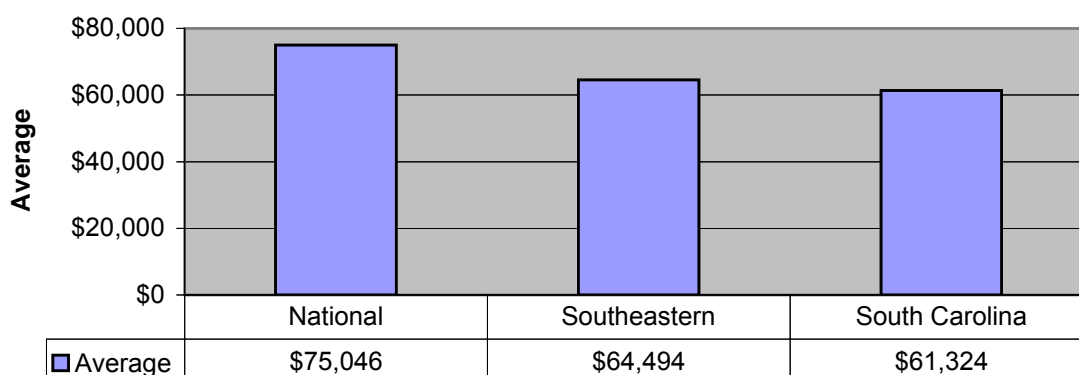
Deputy Director - Public Libraries

Deputy Director -- Large Public Libraries

(Serving a population of 100,000 or more)

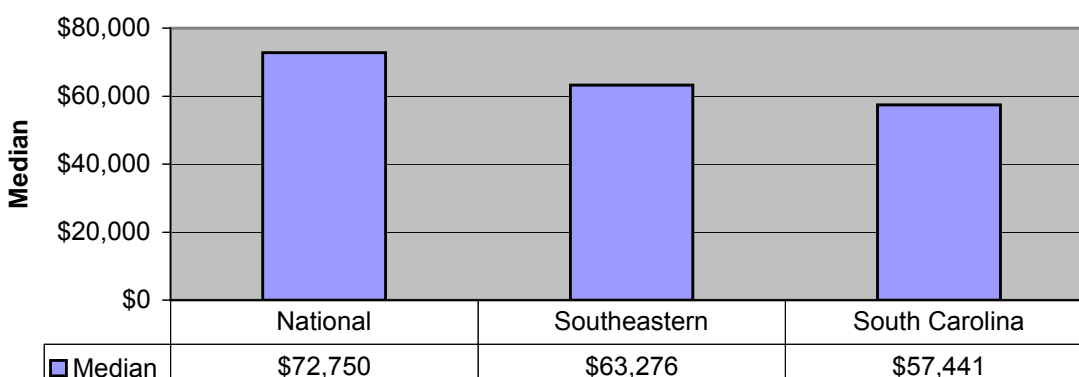
	Average	% SE	% National
National	\$75,046		
Southeastern	\$64,494		
South Carolina	\$61,324	95%	82%

Deputy Director - Average Salary Large Public Libraries



	Median	% SE	% National
National	\$72,750		
Southeastern	\$63,276		
South Carolina	\$57,441	91%	79%

Deputy Director - Median Salary Large Public Libraries



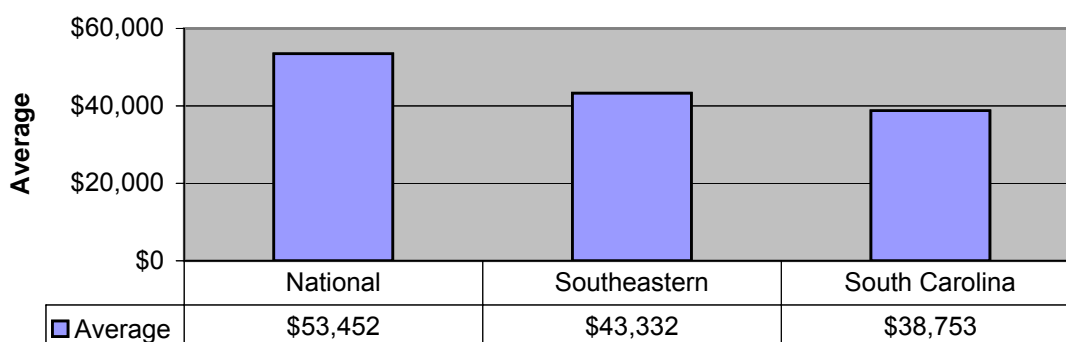
Survey of South Carolina Librarian Salaries 2005

Deputy Director - Public Libraries

Deputy Director -- Medium-sized Public Libraries
(Serving a population of 25,000 - 99,000)

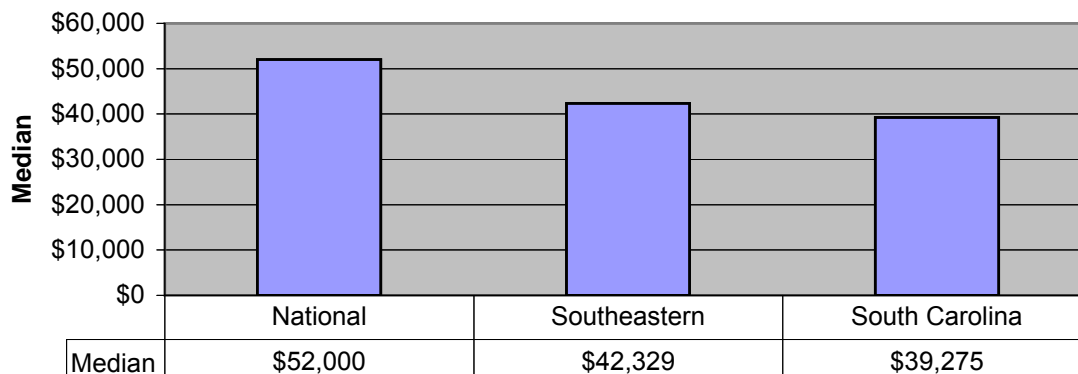
	Average	% SE	% Natl
National	\$53,452		
Southeastern	\$43,332		
South Carolina	\$38,753	89%	73%

Deputy Director - Average Salary Medium-sized Public Libraries



	Median	% SE	% Natl
National	\$52,000		
Southeastern	\$42,329		
South Carolina	\$39,275	93%	76%

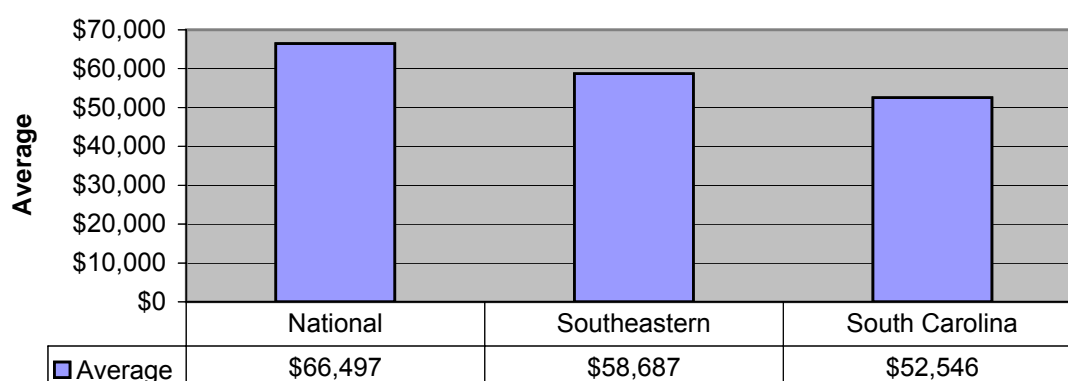
Deputy Director - Median Salary Medium-sized Public Libraries



Survey of South Carolina Librarian Salaries 2005
Deputy Director - Public Libraries
Deputy Director
All Public and Academic Libraries*

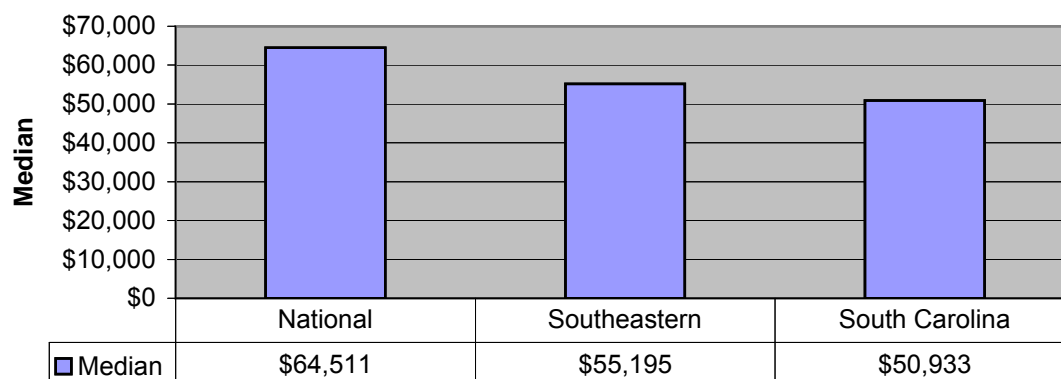
	Average	% SE	% Natl
National	\$66,497		
Southeastern	\$58,687		
South Carolina	\$52,546	90%	79%

Deputy Director - Average Salary



	Median	% SE	% Natl
National	\$64,511		
Southeastern	\$55,195		
South Carolina	\$50,933	92%	79%

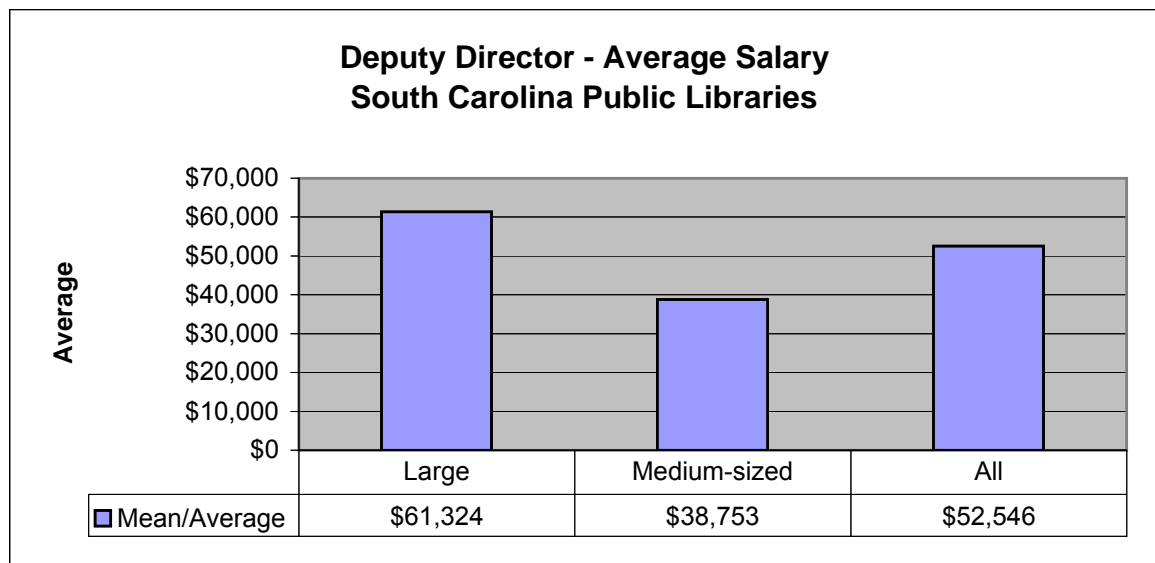
Deputy Director - Median Salary



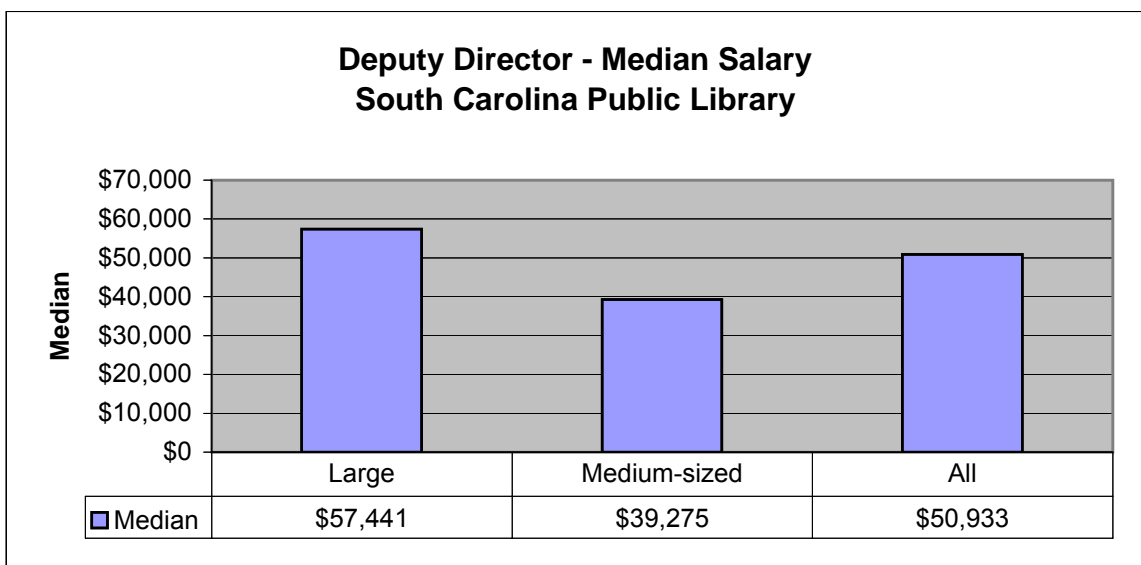
*National and Southeastern data includes public library and academic library salaries.

Survey of South Carolina Librarian Salaries 2005
Deputy Director - Public Libraries
 South Carolina Public Library Deputy Director Salaries

	Mean/Average	
Large	\$61,324	
Medium-sized	\$38,753	
All	\$52,546	



	Median
Large	\$57,441
Medium-sized	\$39,275
All	\$50,933



Survey of South Carolina Librarian Salaries 2005

Department Heads - Public Libraries

Department Heads/Coordinators/Senior Managers - Large Public Libraries (Serving a population of 100,000 or more)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=3,109	\$57,479	\$30,256	\$48,799	\$55,916	\$63,950	\$133,350
Southeastern N=593	\$54,217	\$30,256	\$45,335	\$55,464	\$60,420	\$87,608
South Carolina N=69 R=17 (25%)	\$48,225	\$31,898	\$41,039	\$46,883	\$53,606	\$68,648

Department Heads/Coordinators/Senior Managers - Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=431	\$52,796	\$27,000	\$42,931	\$52,200	\$60,886	\$138,338
Southeastern N=33	\$42,927	\$28,565	\$34,300	\$38,691	\$50,861	\$73,441
South Carolina N=11 R=4 (12%)	\$35,406	\$28,300	\$33,015	\$35,834	\$37,545	\$40,331

Department Heads/Coordinators/Senior Managers - Small Public Libraries (Serving a population of less than 25,000)						
National N=	Small Public Libraries reported no Department Heads Positions					
Southeastern N=						
South Carolina N=						

Department Heads/Coordinators/Senior Managers - All Public and Academic Libraries (National and Southeastern data includes academic salaries)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=3,937	\$56,690	\$27,000	\$48,108	\$55,465	\$63,535	\$138,338
Southeastern N=706	\$53,351	\$28,565	\$44,341	\$55,287	\$59,980	\$87,608
South Carolina N=80 R=21 (26%)	\$46,462	\$28,300	\$39,178	\$43,191	\$53,577	\$68,648

N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

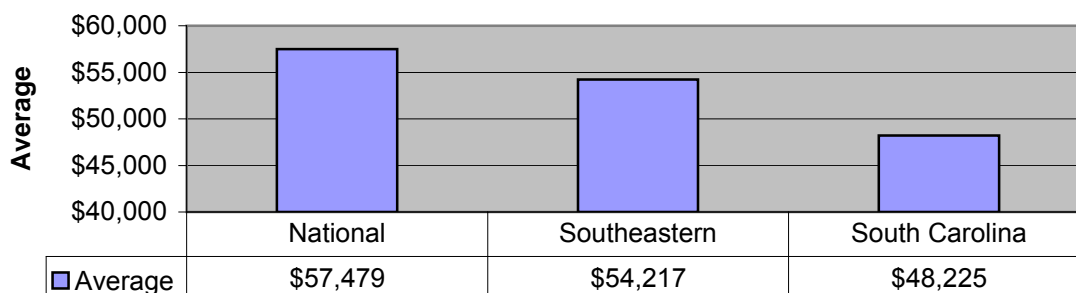
Survey of South Carolina Librarian Salaries 2005 **Department Heads - Public Libraries**

Department Heads/Coordinators/Senior Managers **Large Public Libraries**

(Serving a population of 100,000 or more)

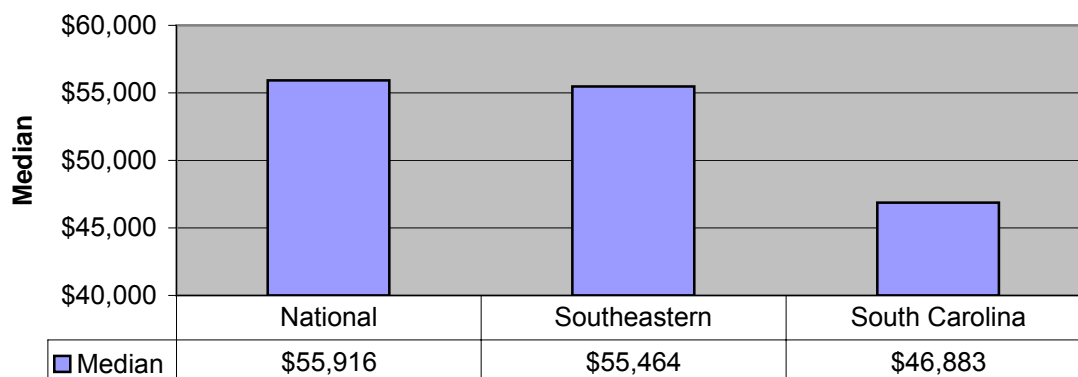
	Average	% SE	% Natl
National	\$57,479		
Southeastern	\$54,217		
South Carolina	\$48,225	89%	84%

Department Head -- Average Salary **Large Public Libraries**



	Median	% SE	% Natl
National	\$55,916		
Southeastern	\$55,464		
South Carolina	\$46,883	85%	84%

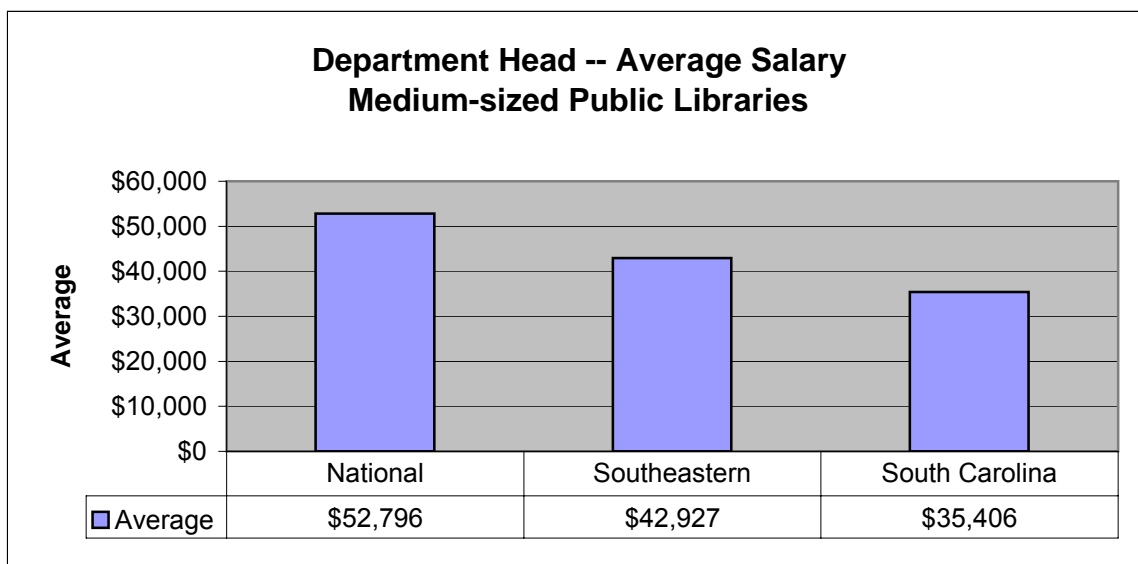
Department Head -- Median Salary **Large Public Libraries**



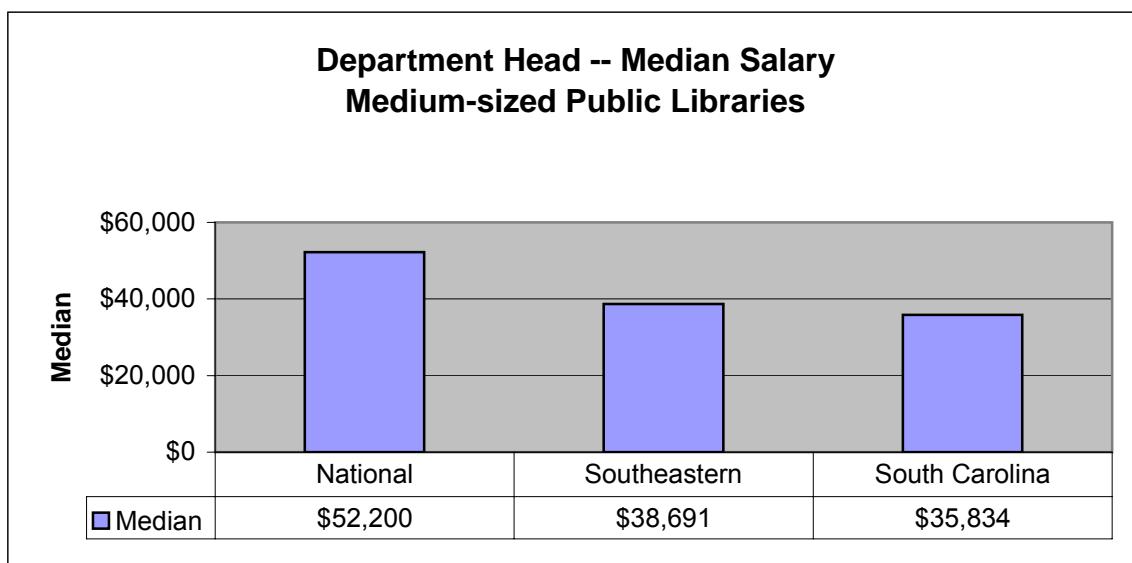
Survey of South Carolina Librarian Salaries 2005 **Department Heads - Public Libraries**

Department Heads/Coordinators/Senior Managers **Medium-size Public Libraries** **(Serving a population of 25,000 - 99,000)**

	Average	% SE	% Natl
National	\$52,796		
Southeastern	\$42,927		
South Carolina	\$35,406	82%	67%



	Median	% SE	% Natl
National	\$52,200		
Southeastern	\$38,691		
South Carolina	\$35,834	93%	69%

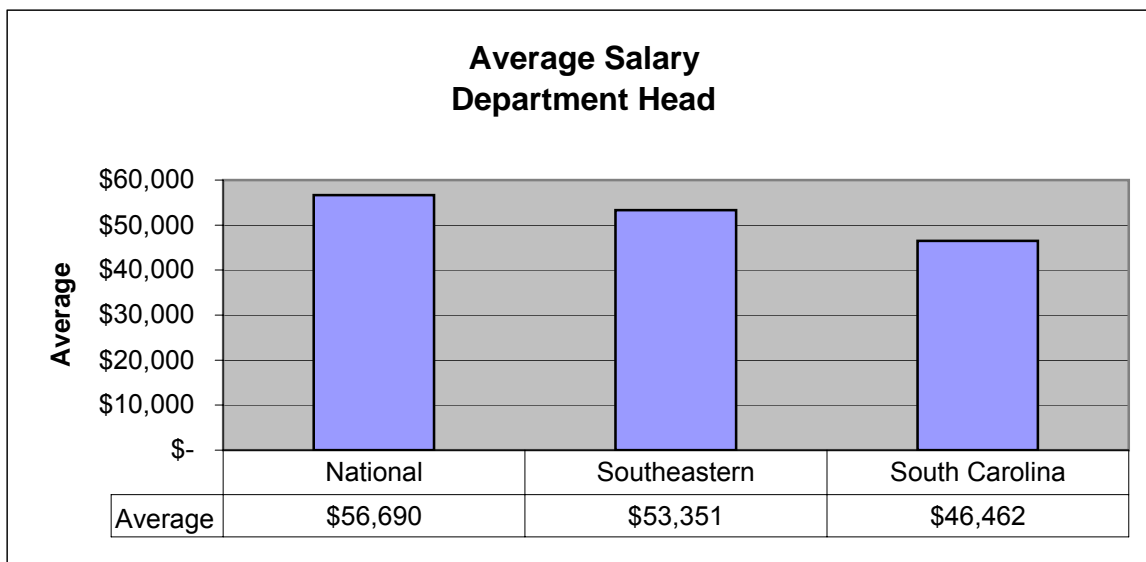


Survey of South Carolina Librarian Salaries 2005

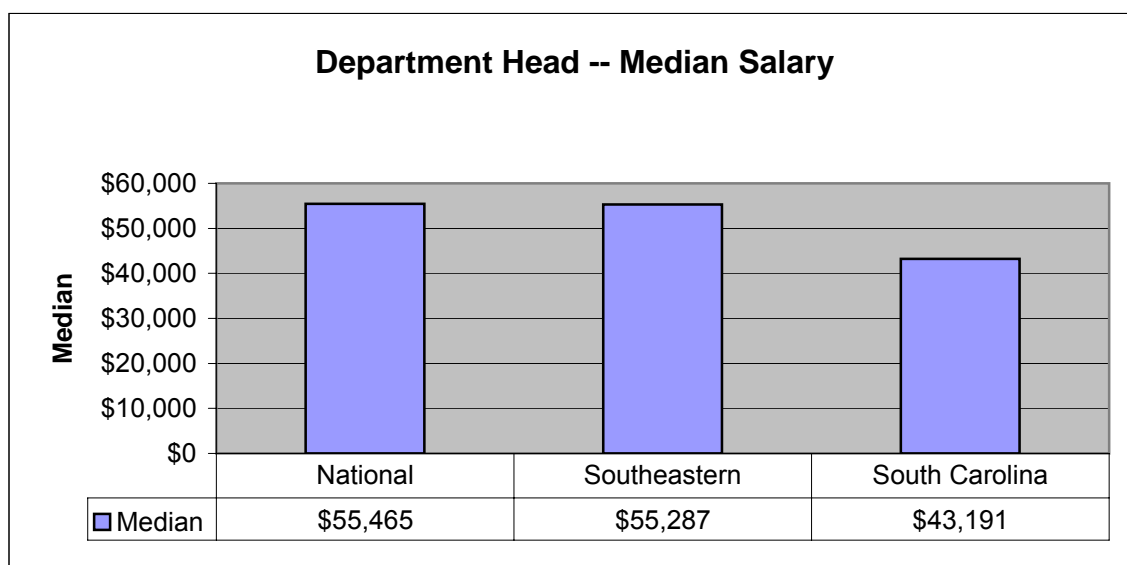
Department Heads - Public Libraries

Department Heads/Coordinators/Senior Managers All Libraries*

	Average	% SE	% Natl
National	\$ 56,690		
Southeastern	\$ 53,351		
South Carolina	\$ 46,462	87%	82%



	Median	% SE	% Natl
National	\$55,465		
Southeastern	\$55,287		
South Carolina	\$43,191	78%	78%

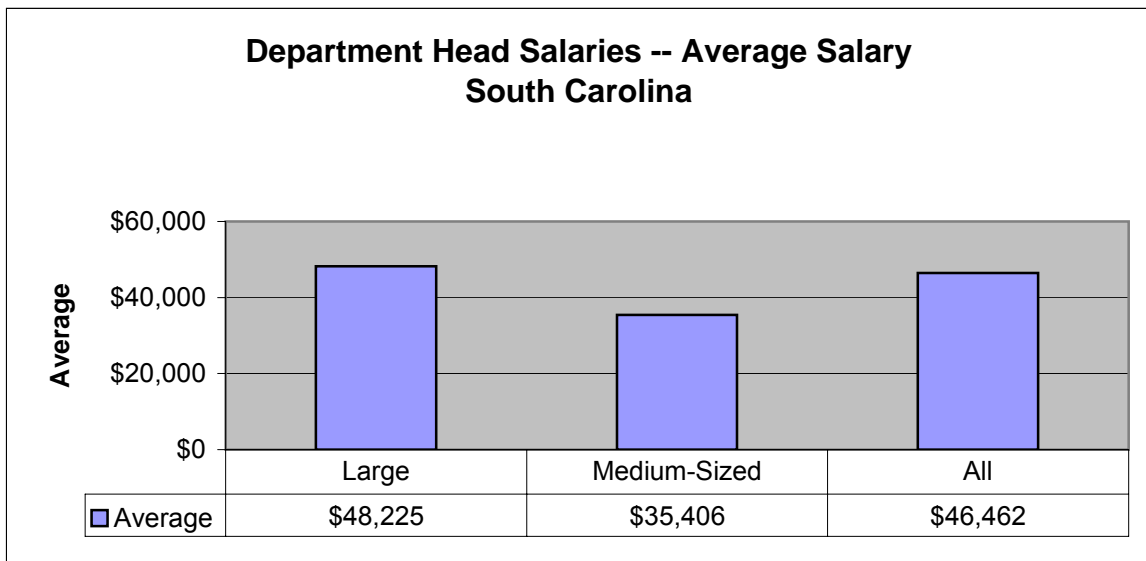


*National and Southeastern data includes public library and academic library salaries.

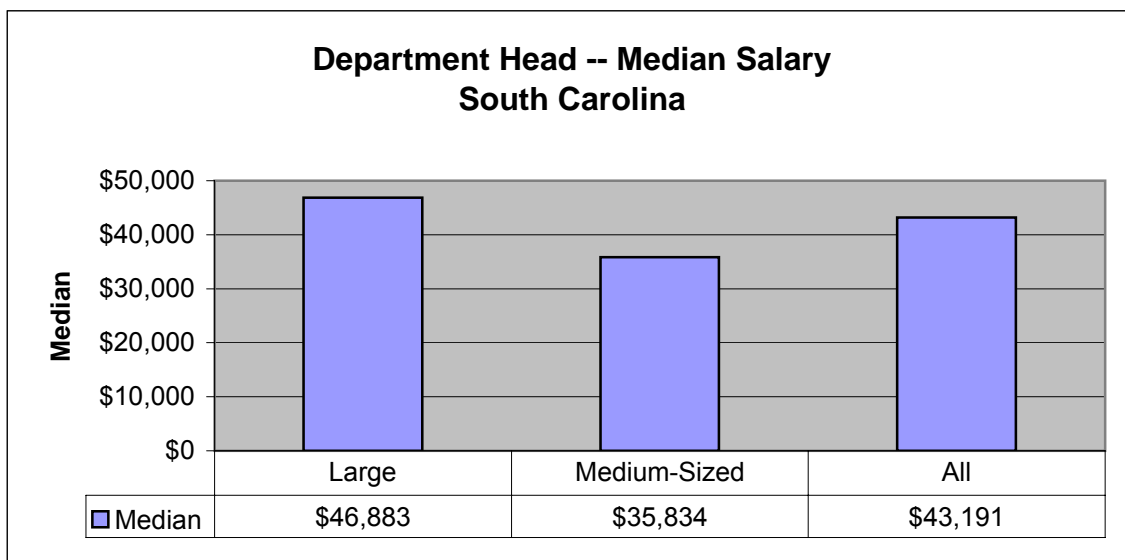
Survey of South Carolina Librarian Salaries 2005 **Department Heads - Public Libraries**

South Carolina Department Heads/Coordinators/ Senior Managers Salary

	Average
Large	\$48,225
Medium-Sized	\$35,406
All	\$46,462



	Median
Large	\$46,883
Medium-Sized	\$35,834
All	\$43,191



Survey of South Carolina Librarian Salaries 2005

Manager/Supervisors of Support Staff - Public Libraries

Managers/Supervisors of Support Staff Large Public Libraries (Serving a population of 100,000 or more)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=1,593	\$47,438	\$20,307	\$39,506	\$45,627	\$53,300	\$140,000
Southeastern N=365	\$43,931	\$20,307	\$36,982	\$42,429	\$49,566	\$91,800
South Carolina N=72 R=9 (11%)	\$42,551	\$29,019	\$38,025	\$41,178	\$45,847	\$65,325
SC Media Spec (MLS +30) Class 7	\$40,543	\$32,211	\$36,481	\$40,749	\$45,019	\$47,722

Managers/Supervisors of Support Staff Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=414	\$42,896	\$23,254	\$35,601	\$42,158	\$48,811	\$77,879
Southeastern N=49	\$36,590	\$25,750	\$32,330	\$35,232	\$40,903	\$58,302
South Carolina N=8 R=2 (25%)	\$32,505	\$26,222	\$28,570	\$32,505	\$33,501	\$40,394
SC Media Spec (MLS +30) Class 7	\$40,543	\$32,211	\$36,481	\$40,749	\$45,019	\$47,722

Managers/Supervisors of Support Staff Small Public Libraries (Serving a population of less than 25,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=	\$42,896	\$23,254	\$35,601	\$42,158	\$48,811	\$77,879
Southeastern N=	\$36,590	\$25,750	\$32,330	\$35,232	\$40,903	\$58,302
South Carolina N=2 R=0	\$48,490	\$38,351	\$43,421	\$48,490	\$53,560	\$58,629
SC Media Spec (MLS +30) Class 7	\$40,543	\$32,211	\$36,481	\$40,749	\$45,019	\$47,722

Managers/Supervisors of Support Staff All Public and Academic Libraries (National and Southeastern data includes academic salaries)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=2,689	\$46,648	\$20,307	\$38,376	\$44,851	\$53,054	\$140,000
Southeastern N=581	\$42,764	\$20,307	\$36,031	\$41,066	\$48,702	\$91,800
South Carolina N=82 R=10 (12%)	\$41,202	\$26,222	\$36,470	\$39,754	\$44,619	\$65,325
SC Media Spec (MLS +30) Class 7	\$40,543	\$32,211	\$36,481	\$40,749	\$45,019	\$47,722

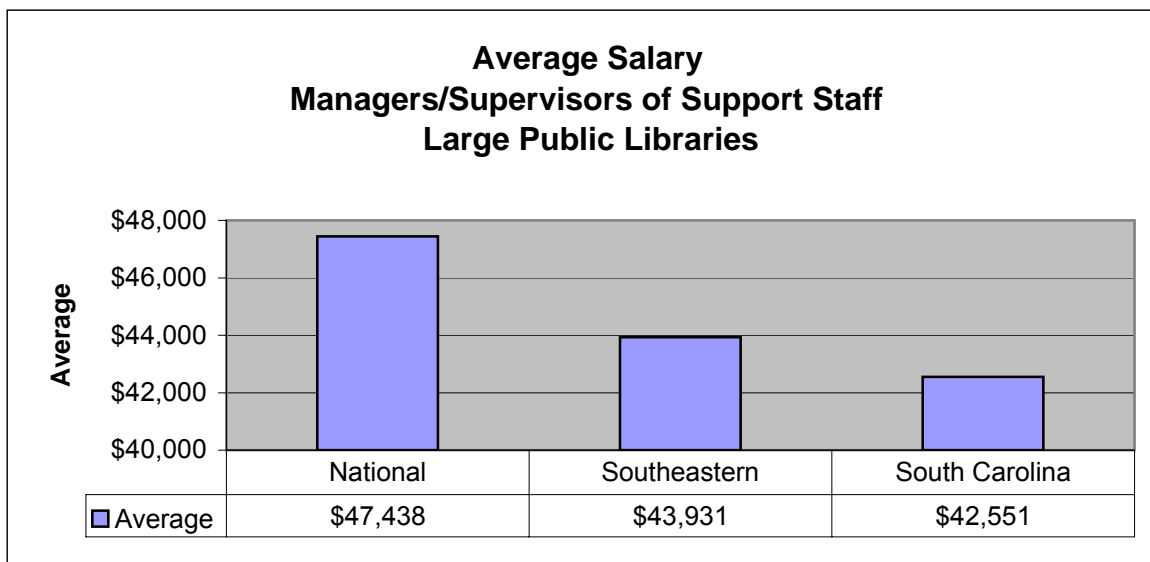
N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

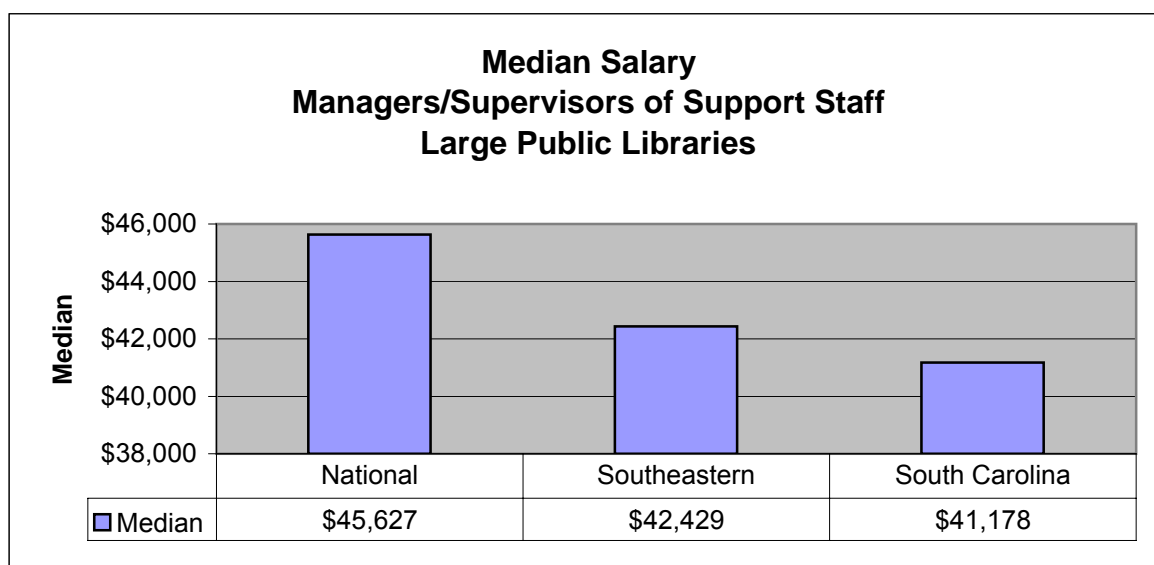
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Large Public Libraries (Serving a population of 100,000 or more)

	Average	% SE	% National
National	\$47,438		
Southeastern	\$43,931		
South Carolina	\$42,551	97%	90%



	Median	% SE	% National
National	\$45,627		
Southeastern	\$42,429		
South Carolina	\$41,178	97%	90%

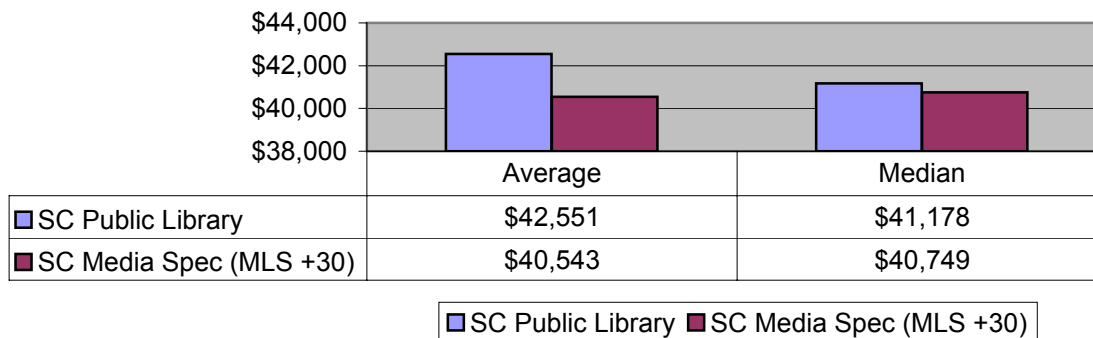


Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Large Public Libraries** (Serving a population of 100,000 or more)

	Average	Median
SC Public Library	\$42,551	\$41,178
SC Media Spec (MLS +30)	\$40,543	\$40,749

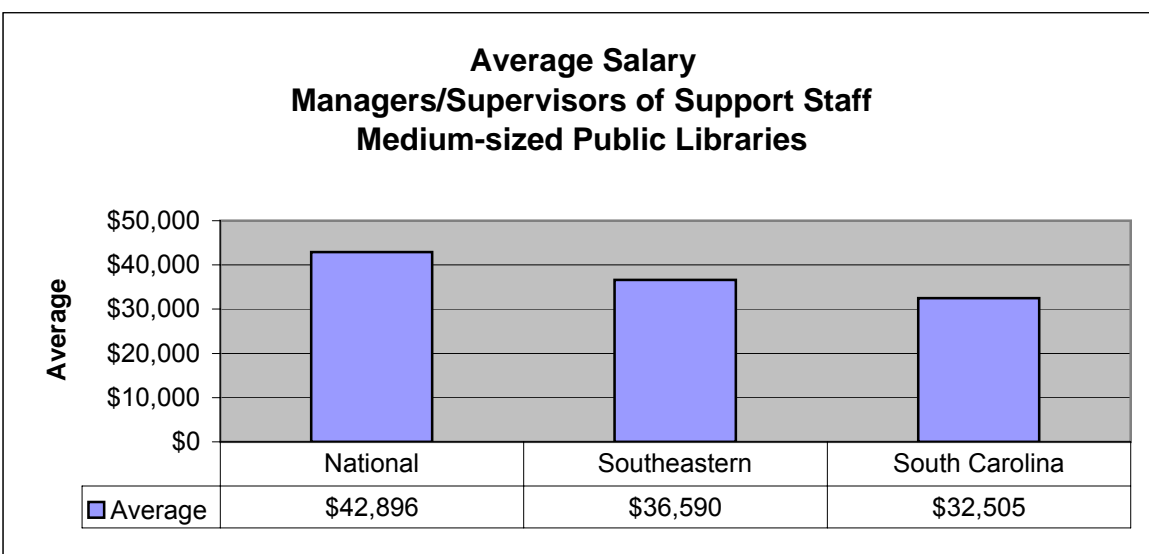
Salary of Managers/Supervisors of Support Staff
Large Public Libraries
Compared the SC Media Specialist (MLS+30)



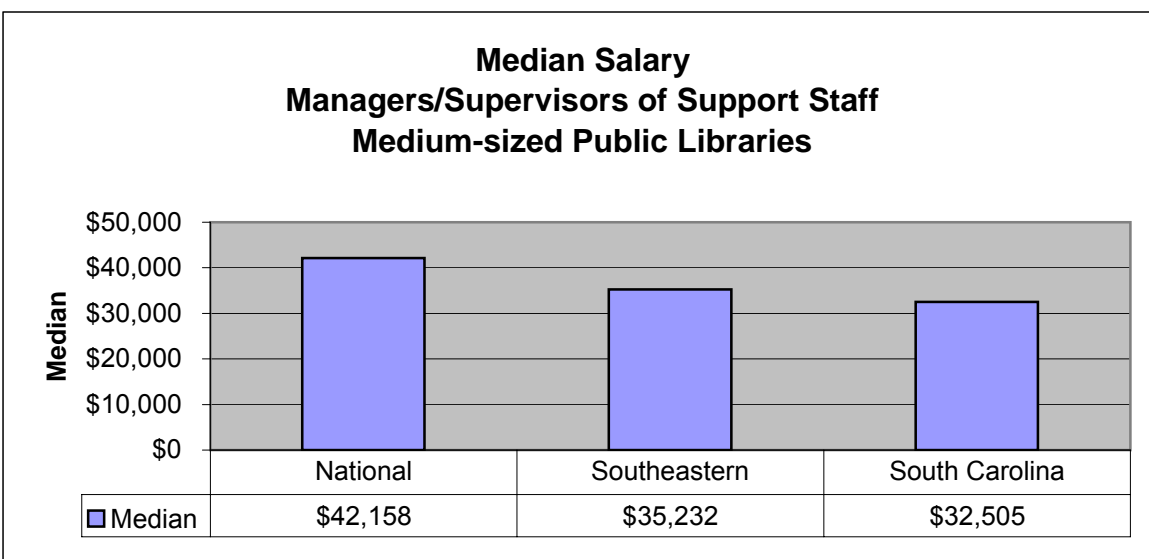
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Medium-sized public libraries** (Serving a population of 25,000 - 99,000)

	Average	% SE	% National
National	\$42,896		
Southeastern	\$36,590		
South Carolina	\$32,505	89%	76%



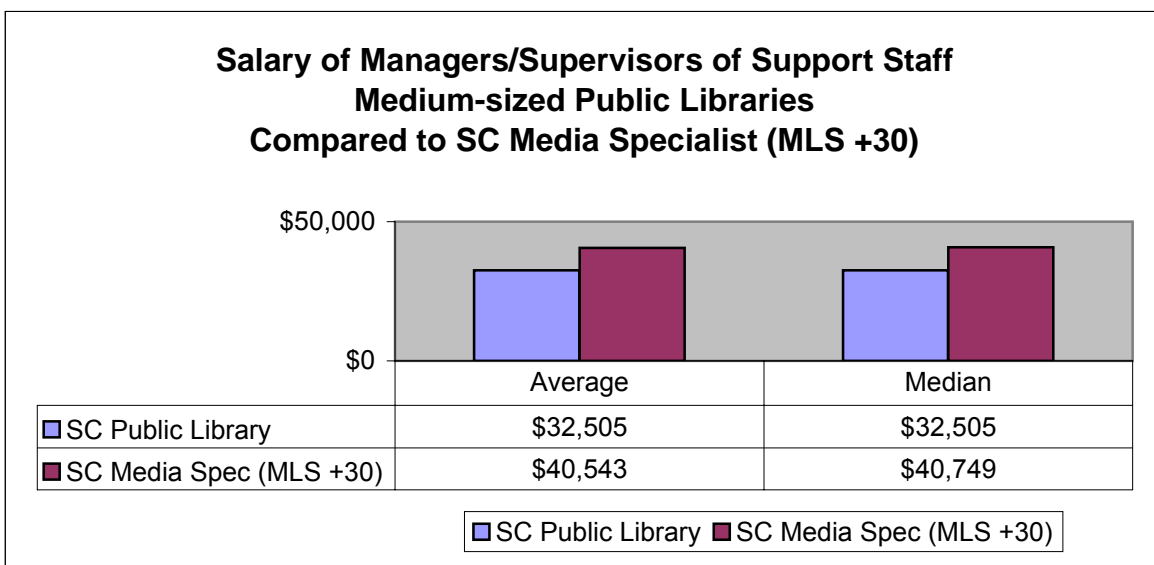
	Median	% SE	% National
National	\$ 42,158		
Southeastern	\$ 35,232		
South Carolina	\$ 32,505	92%	77%



Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Medium-sized public libraries** (Serving a population of 25,000 - 99,000)

	Average	Median
SC Public Library	\$32,505	\$32,505
SC Media Spec (MLS +30)	\$40,543	\$40,749

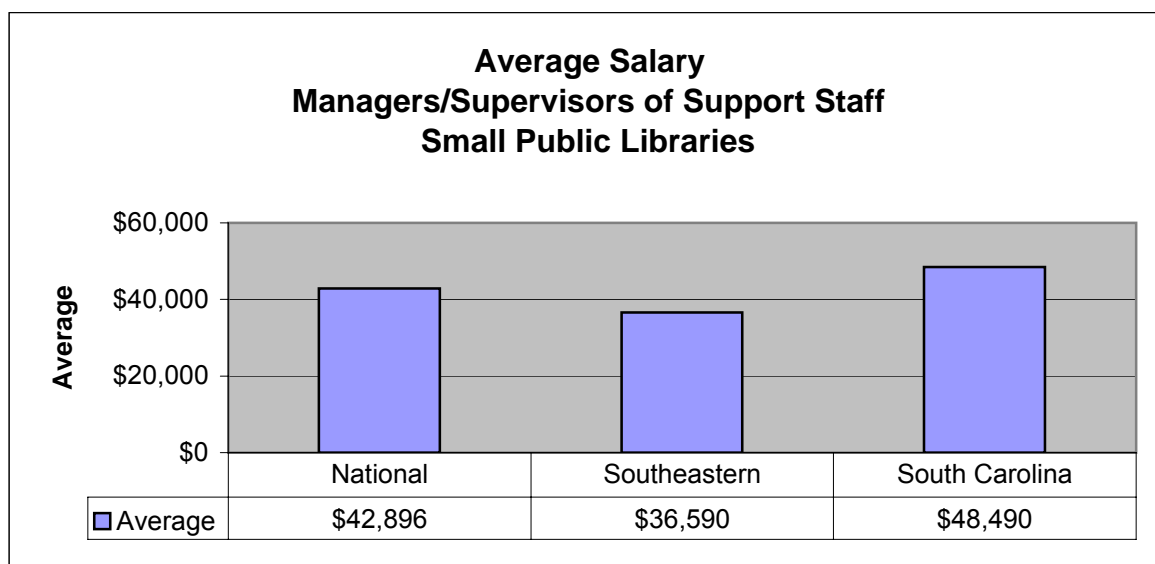


Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

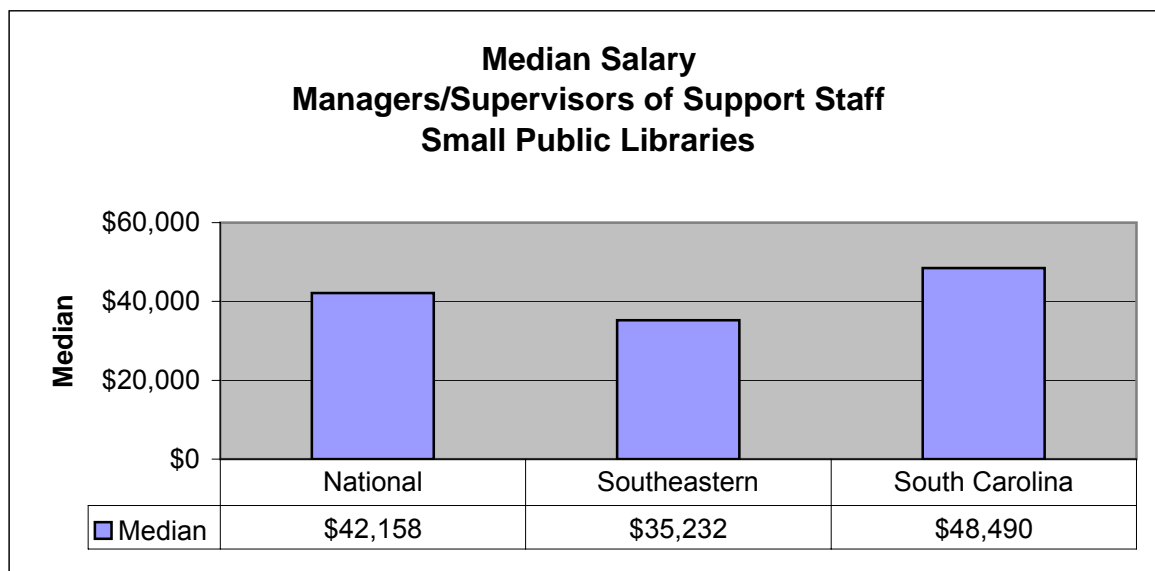
Managers/Supervisors of Support Staff **Small Public Libraries**

(Serving a population of less than 25,000)

	Average	% SE	% National
National	\$42,896		
Southeastern	\$36,590		
South Carolina	\$48,490	133%	113%



	Median	% SE	% National
National	\$42,158		
Southeastern	\$35,232		
South Carolina	\$48,490	138%	115%



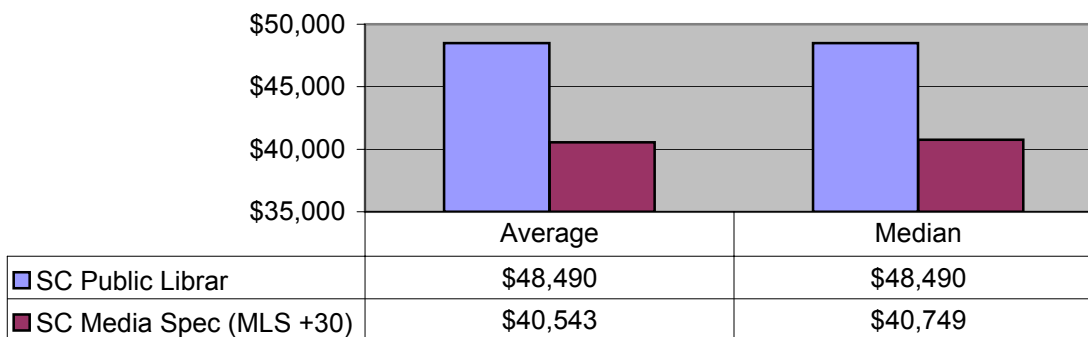
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Small Public Libraries**

(Serving a population of less than 25,000)

	Average	Median
SC Public Librar	\$48,490	\$48,490
SC Media Spec (MLS +30)	\$40,543	\$40,749

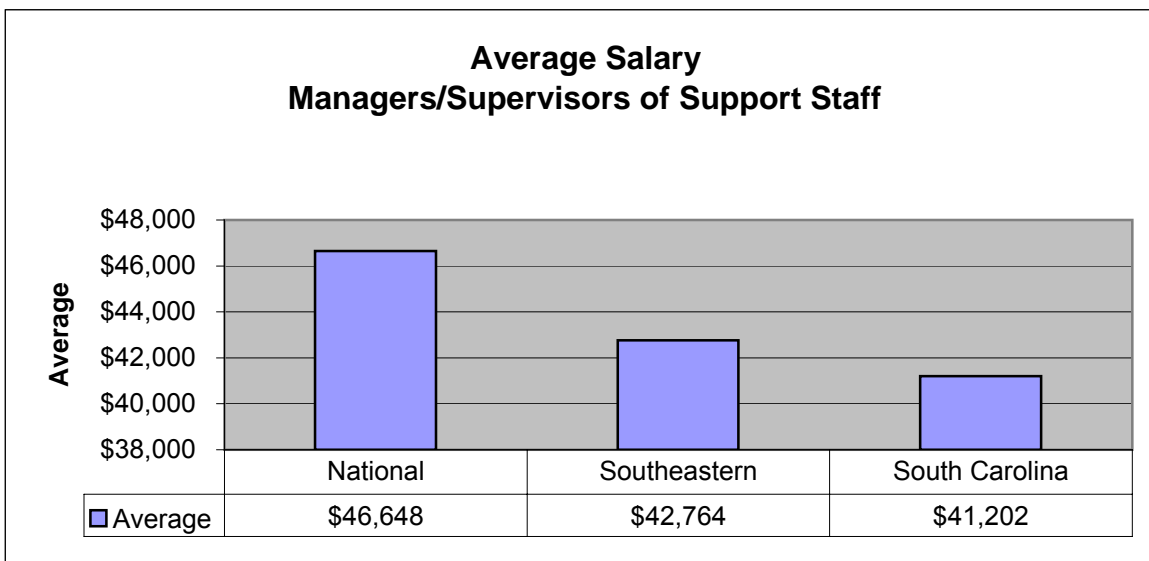
Salary of Managers/Supervisors of Support Staff
Small Public Libraries
Compared to S.C. Media Specialist (MLS +30)



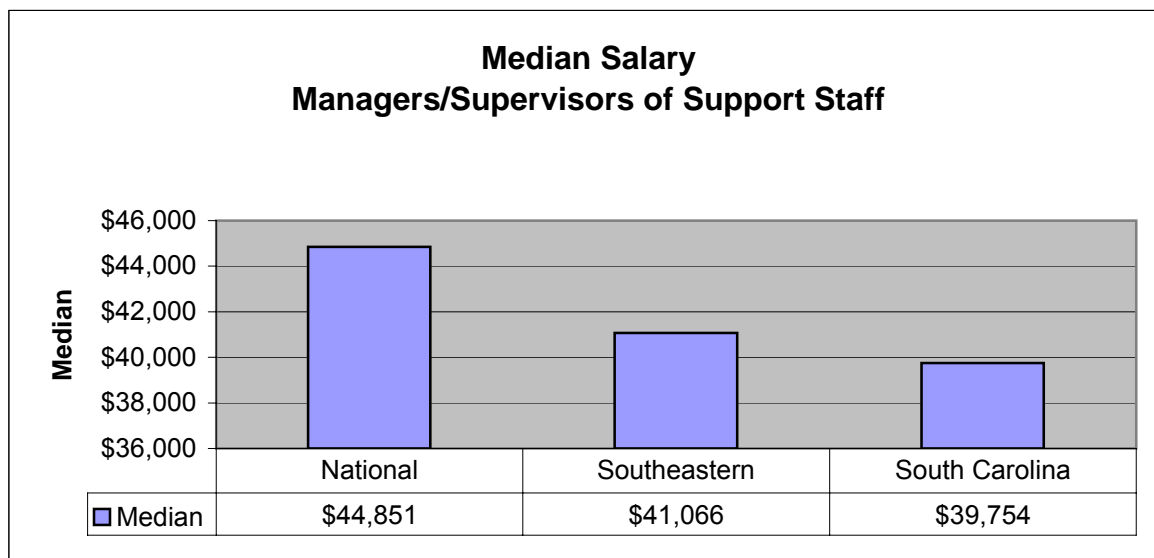
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **All Libraries**

	Average	% SE	% National
National	\$ 46,648		
Southeastern	\$ 42,764		
South Carolina	\$ 41,202	96%	88%



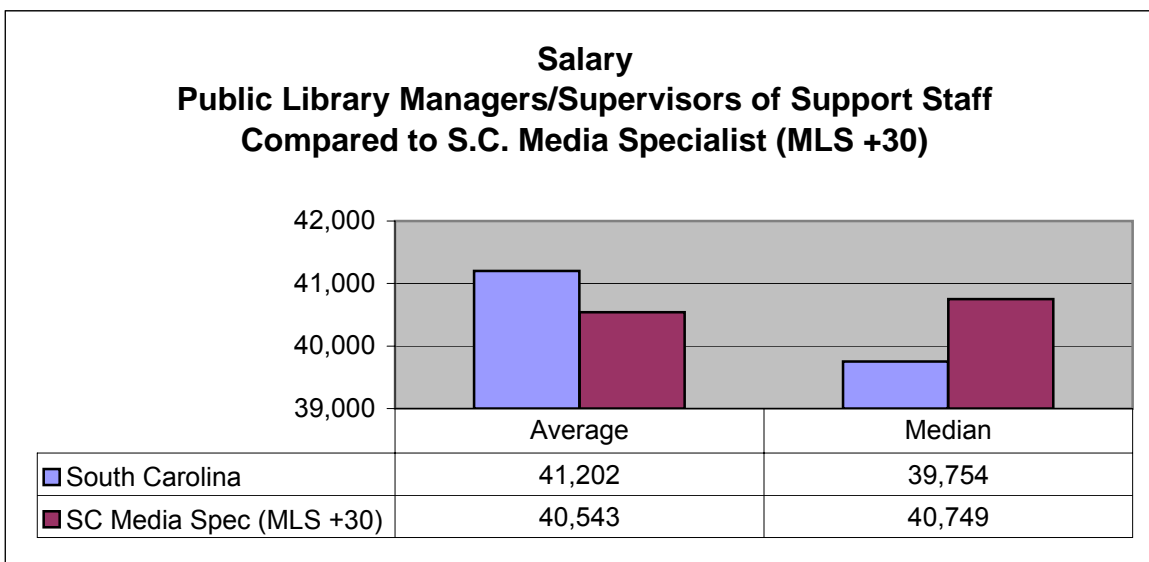
	Median	% SE	% National
National	\$44,851		
Southeastern	\$41,066		
South Carolina	\$39,754	97%	89%



Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Salary: Managers in Public Libraries Compared to **S.C. Media Specialist (MLS+30)**

	Average	Median
South Carolina	41,202	39,754
SC Media Spec (MLS +30)	40,543	40,749



Survey of South Carolina Librarian Salaries 2005

Librarians Who Do Not Supervise - Public Libraries

Large Public Libraries (Serving a population of 100,000 or more)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=3,707	\$44,724	\$21,971	\$37,348	\$43,126	\$50,800	\$76,119
Southeastern N=448	\$41,157	\$21,971	\$34,871	\$38,993	\$48,586	\$65,134
South Carolina N=115 R=15 (13%)	\$37,997	\$27,141	\$34,070	\$37,146	\$41,886	\$48,472
SC Media Specialist Class 1	\$37,939	\$29,625	\$33,894	\$38,162	\$42,431	\$45,003

Librarians Who Do Not Supervise Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=565	\$43,287	\$13,878	\$36,949	\$42,245	\$49,024	\$85,171
Southeastern N=41	\$37,374	\$21,840	\$29,275	\$34,553	\$39,144	\$46,501
South Carolina N=12 R=2 (17%)	\$31,419	\$26,500	\$28,000	\$28,570	\$30,806	\$49,602
SC Media Specialist Class 1	\$37,939	\$29,625	\$33,894	\$38,162	\$42,431	\$45,003

Librarians Who Do Not Supervise Small Public Libraries (Serving a population of less than 25,000)						
National N=	Small Public Libraries reported no Librarians Who Do Not Supervise Positions					
Southeastern N=						
South Carolina N=						

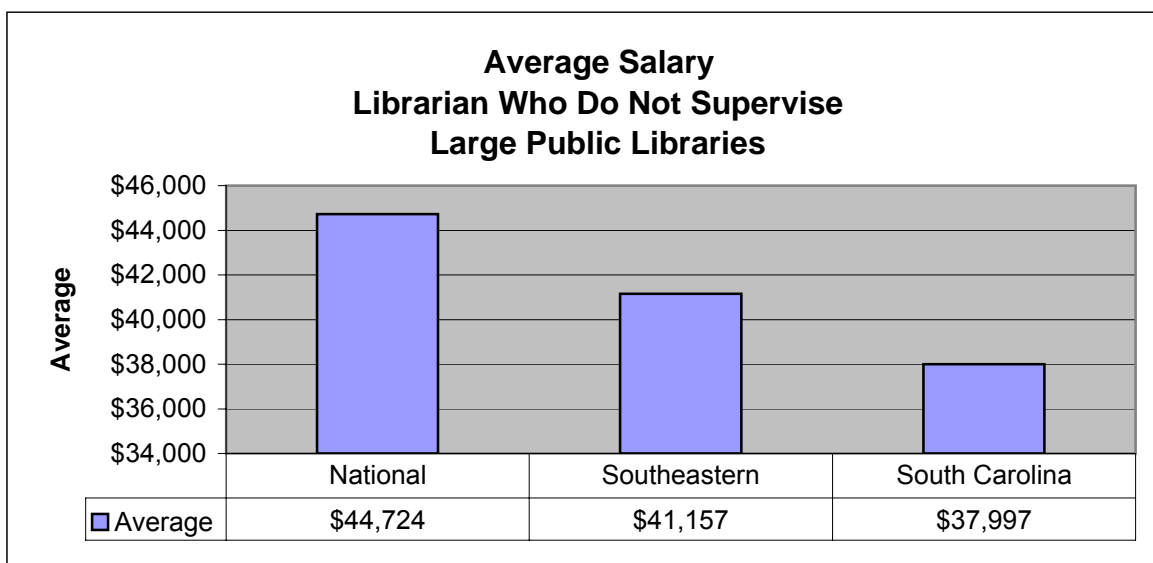
Librarians Who Do Not Supervise All Public and Academic Libraries (National and Southeastern data includes academic salaries)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=5,972	\$45,554	\$13,878	\$37,815	\$43,828	\$51,303	\$114,328
Southeastern N=878	\$42,116	\$21,840	\$35,765	\$40,800	\$48,586	\$74,639
South Carolina N=127 R=17 (13%)	\$37,345	\$26,500	\$33,072	\$36,583	\$41,886	\$49,602
SC Media Specialist Class 1	\$37,939	\$29,625	\$33,894	\$38,162	\$42,431	\$45,003

N= the number of staff reported

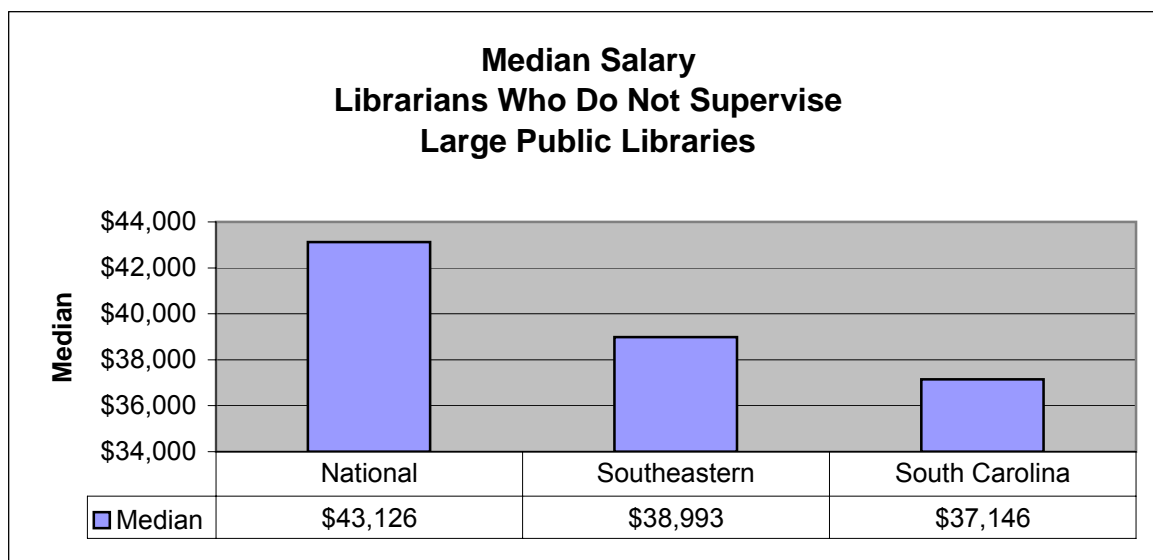
R= the number of staff eligible to retire in next 5 years

Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Librarians Who Do Not Supervise
Large Public Libraries
(Serving a population of 100,000 or more)

	Average	% SE	% Natl
National	\$44,724		
Southeastern	\$41,157		
South Carolina	\$37,997	92%	85%
SC Media Specialist	\$37,939		

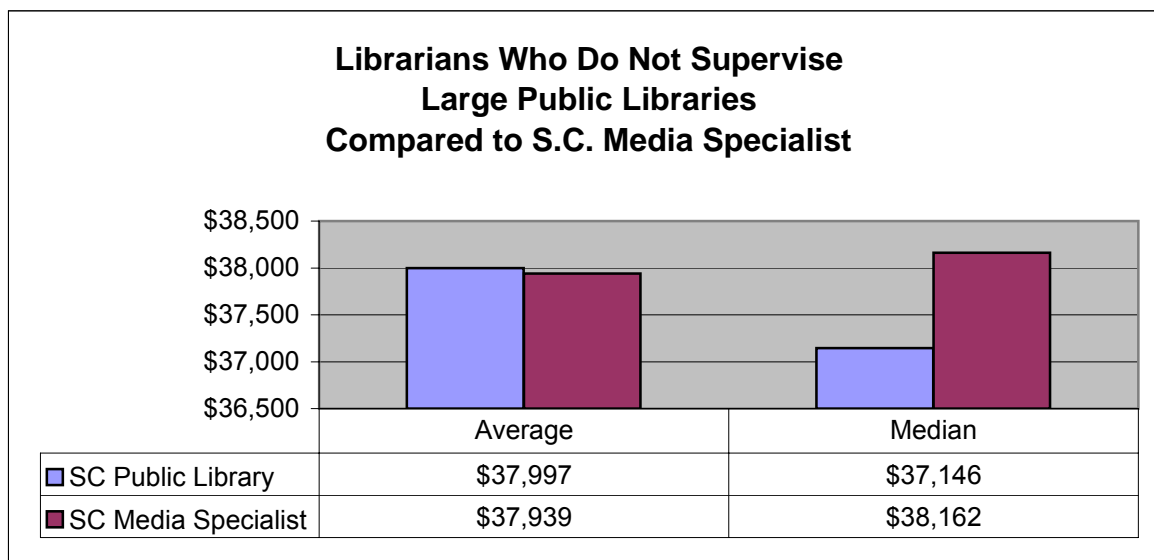


	Median	% SE	% Natl
National	\$43,126		
Southeastern	\$38,993		
South Carolina	\$37,146	95%	86%
SC Media Specialist	\$38,162		



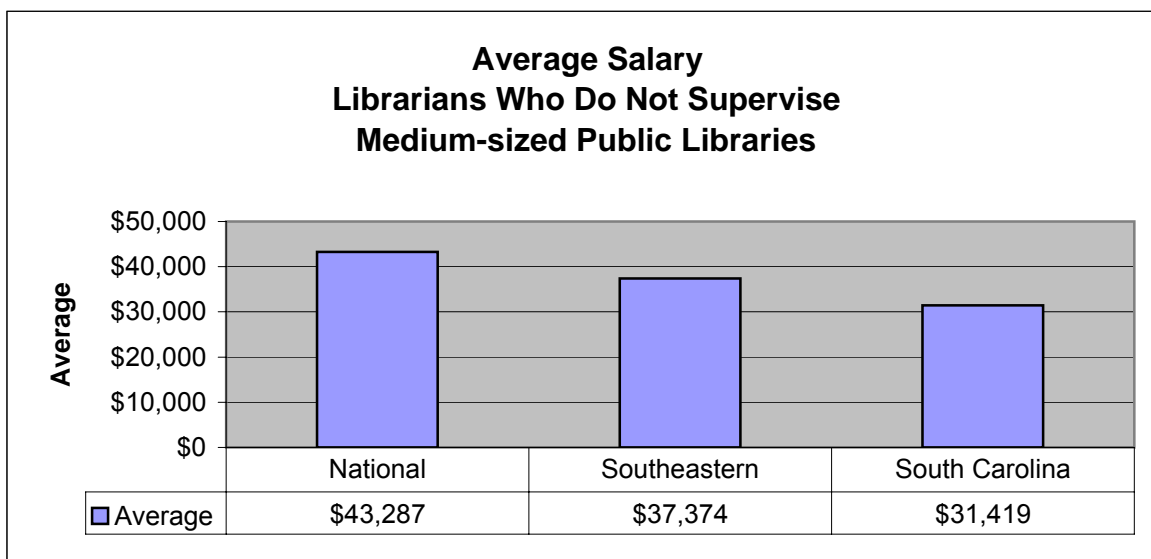
Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Librarians Who Do Not Supervise
Large Public Libraries

	Average	Median
SC Public Library	\$37,997	\$37,146
SC Media Specialist	\$37,939	\$38,162

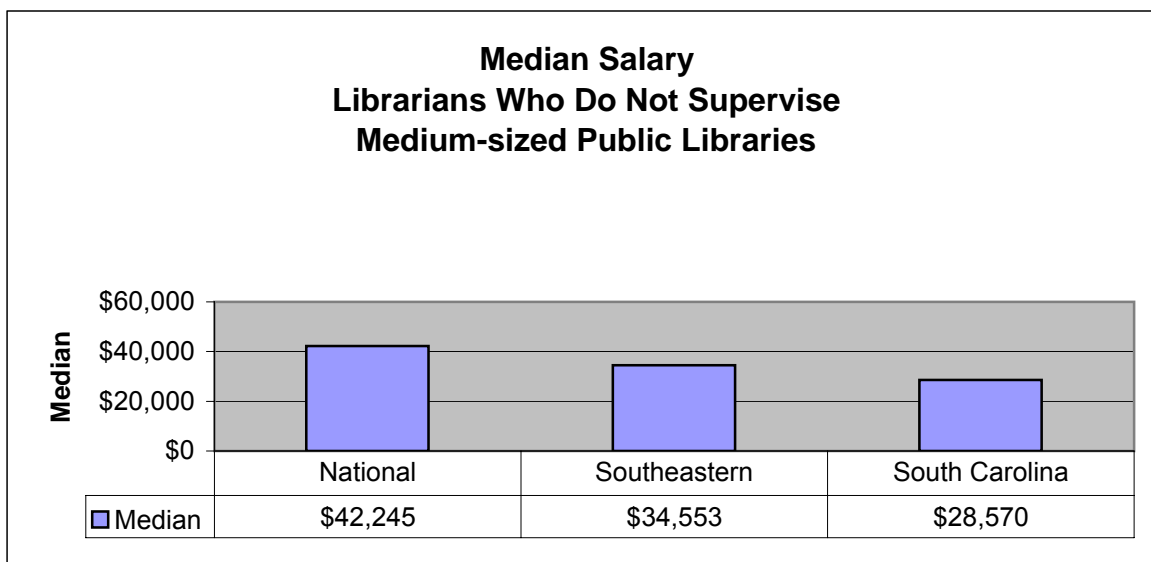


Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Medium-sized Public Libraries
(Serving a population of 25,000 - 99,000)

	Average	% SE	% Natl
National	\$43,287		
Southeastern	\$37,374		
South Carolina	\$31,419	84%	73%
SC Media Specialist	\$37,939		

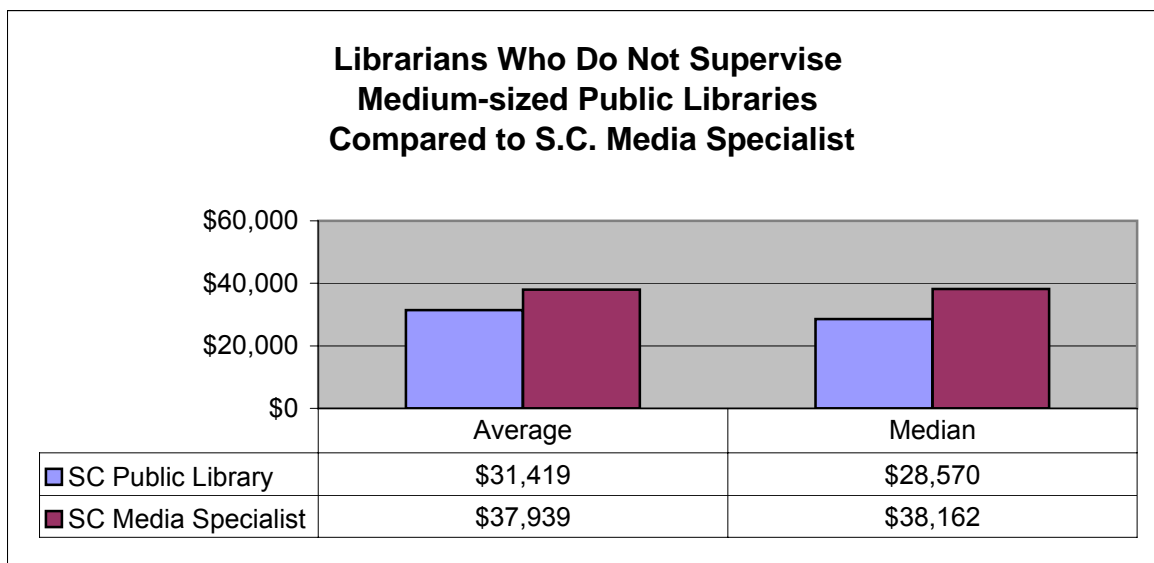


	Median	% SE	% Natl
National	\$42,245		
Southeastern	\$34,553		
South Carolina	\$28,570	83%	68%
SC Media Specialist	\$38,162		



Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
 (Serving a population of 25,000 - 99,000)

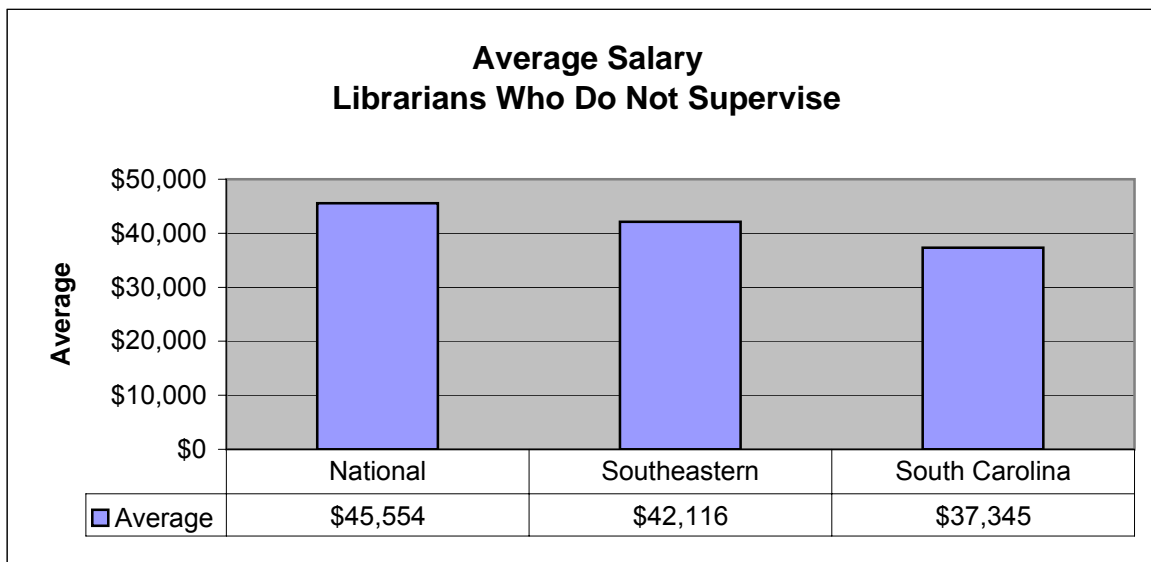
	Average	Median
SC Public Library	\$31,419	\$28,570
SC Media Specialist	\$37,939	\$38,162



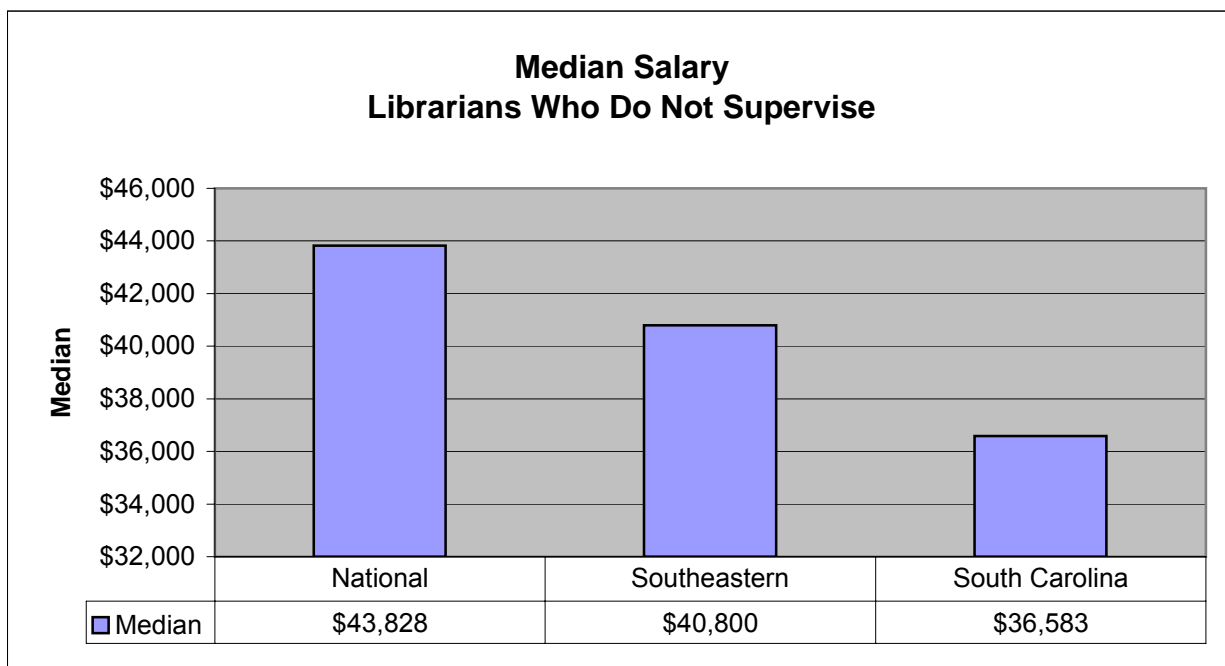
Survey of South Carolina Librarian Salaries 2005

Librarians Who Do Not Supervise - Public Libraries

	Average	% SE	% Natl
National	\$45,554		
Southeastern	\$42,116		
South Carolina	\$37,345	89%	82%

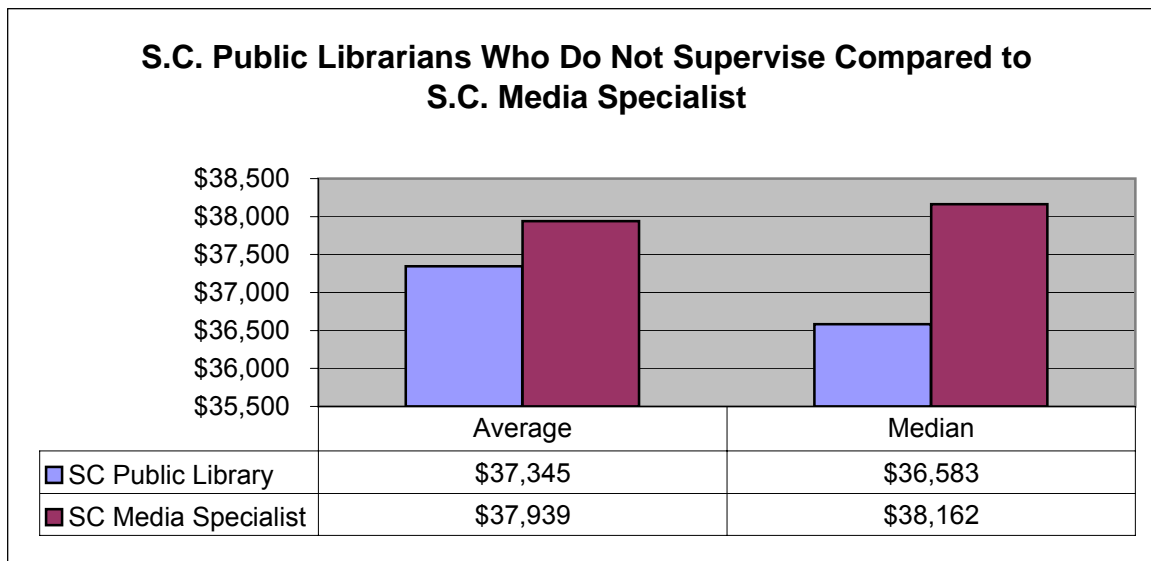


	Median	% SE	% Natl
National	\$43,828		
Southeastern	\$40,800		
South Carolina	\$36,583	90%	83%



Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Librarians Who Do Not Supervise
All Libraries

	Average	Median
SC Public Library	\$ 37,345	\$ 36,583
SC Media Specialist	\$ 37,939	\$ 38,162



Survey of South Carolina Librarian Salaries 2005

Beginning Librarian - Public Libraries

Beginning Librarian Large Public Libraries (Serving a population of 100,000 or more)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=224	\$40,460	\$26,118	\$34,440	\$40,546	\$47,609	\$50,254
Southeastern N=31	\$32,814	\$26,118	\$30,890	\$32,748	\$34,558	\$42,069
South Carolina N=23	\$37,741	\$27,141	\$33,019	\$41,886	\$41,886	\$42,497
S.C. Media Specialist Class 1	\$29,625	\$29,625	\$29,625	\$29,625	\$29,625	\$29,625

Beginning Librarian Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=39	\$34,351	\$21,756	\$29,900	\$33,670	\$39,078	\$52,271
Southeastern N=7	\$29,771	\$27,582	\$28,000	\$28,000	\$30,690	\$35,435
South Carolina N=5	\$28,674	\$26,500	\$28,000	\$28,300	\$28,570	\$32,000
S.C. Media Specialist Class 1	\$29,625	\$29,625	\$29,625	\$29,625	\$29,625	\$29,625

Beginning Librarian Small Public Libraries (Serving a population of less than 25,000)						
National N= Southeastern N= South Carolina N= S.C. Media Specialist Class 1	Small Public Libraries reported no Beginning Librarian Positions					

Beginning Librarian All Public and Academic Libraries (National and Southeastern data includes academic salaries)						
	Average	Minimum	First Quartile	Median	Third Quartile	Maximum
National N=364	\$38,918	\$21,756	\$33,850	\$37,919	\$43,736	\$56,102
Southeastern N=60	\$32,778	\$25,000	\$30,890	\$33,000	\$34,573	\$42,069
South Carolina N=28	\$36,062	\$26,500	\$30,771	\$34,691	\$41,886	\$42,494
S.C. Media Specialist Class 1	\$29,625	\$29,625	\$29,625	\$29,625	\$29,625	\$29,625

N= the number of staff reported

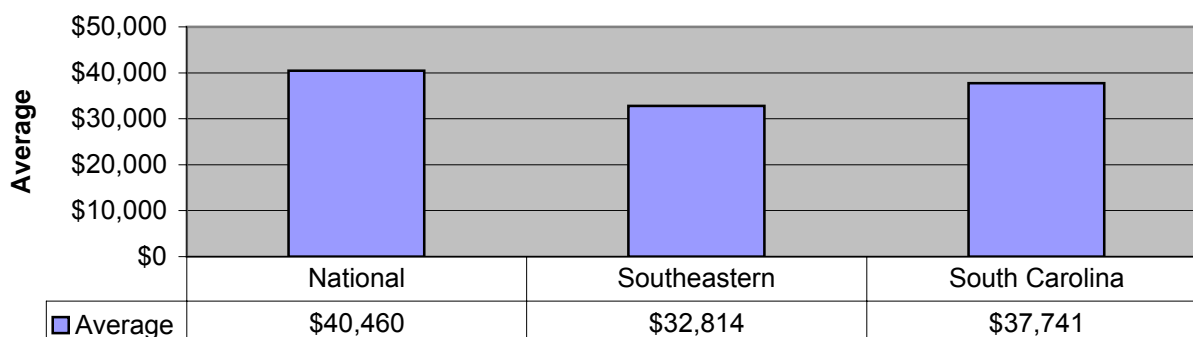
South Carolina State Library. Salary Survey. 2005

Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Beginning Librarian **Large Public Libraries** **(Serving a population of 100,000 or more)**

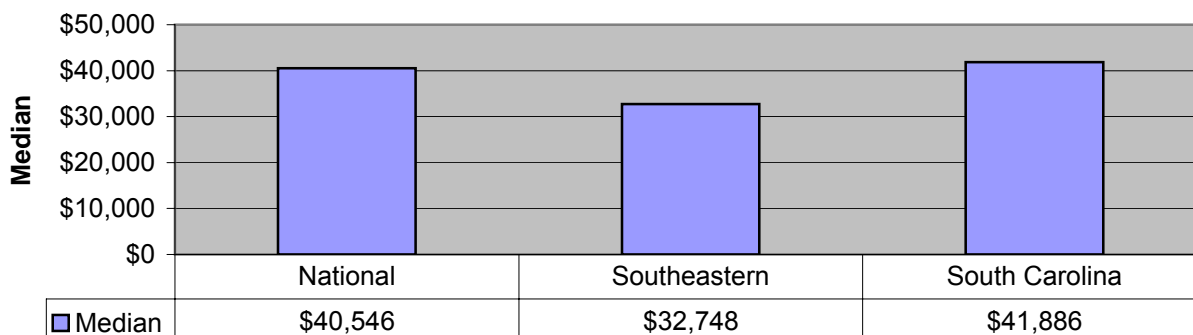
	Average	% SE	% National
National	\$40,460		
Southeastern	\$32,814		
South Carolina	\$37,741	115%	93%

Average Salary **Beginning Librarians** **Large Public Libraries**



	Median	% SE	% National
National	\$40,546		
Southeastern	\$32,748		
South Carolina	\$41,886	128%	103%

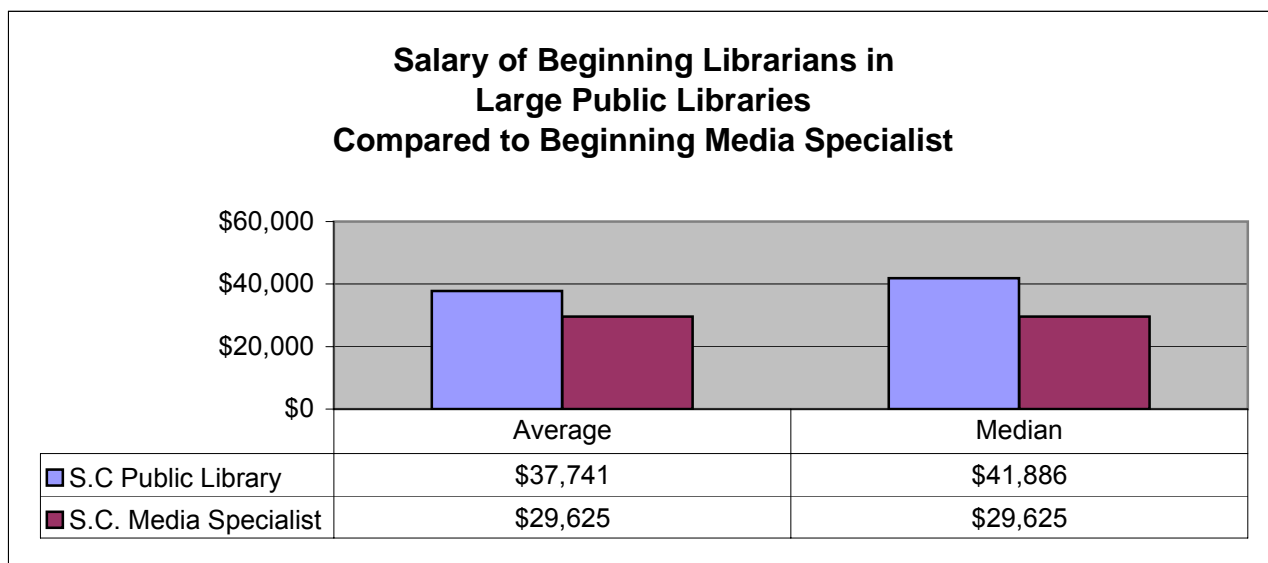
Median Salary **Beginning Librarians** **Large Public Libraries**



Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Beginning Librarian **Large Public Libraries**

	Average	Median
S.C Public Library	\$37,741	\$41,886
S.C. Media Specialist	\$29,625	\$29,625



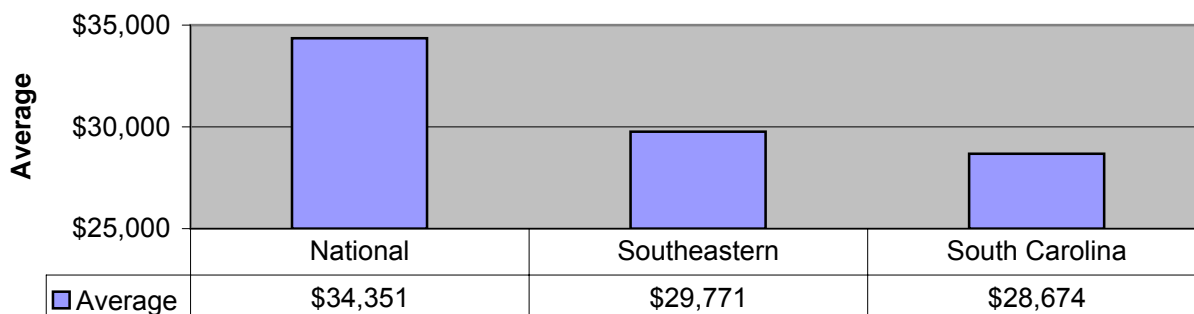
Survey of South Carolina Librarian Salaries 2005

Beginning Librarian - Public Libraries

Beginning Librarian Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)

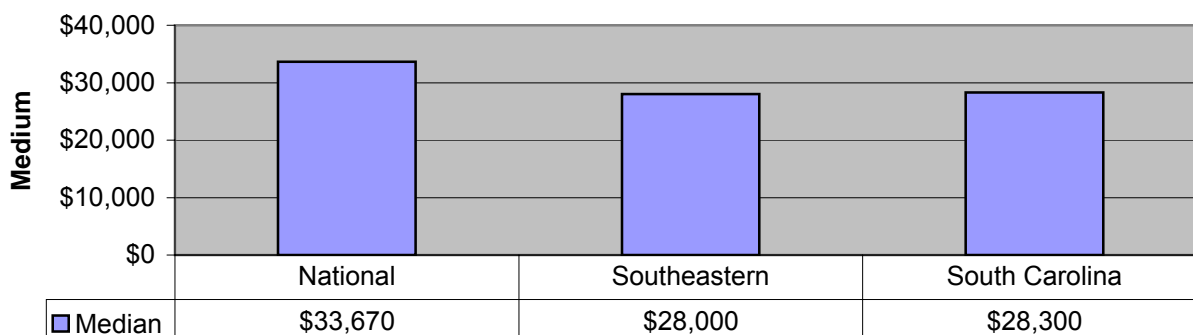
	Average	% SE	% National
National	\$34,351		
Southeastern	\$29,771		
South Carolina	\$28,674	96%	83%

Average Salary Beginning Librarian Medium-sized Public Libraries



	Median	% SE	% National
National	\$33,670		
Southeastern	\$28,000		
South Carolina	\$28,300	101%	84%

Median Salary Beginning Librarian Salaries Medium-sized Public Libraries

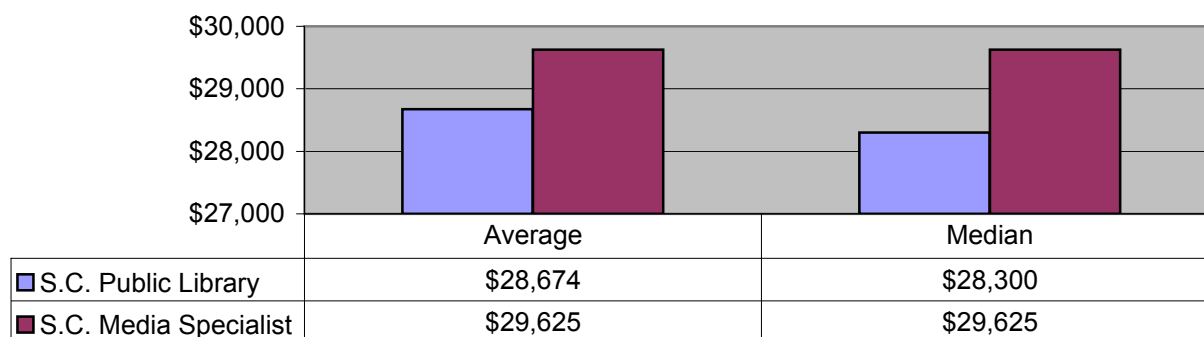


Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)

	Average	Median
S.C. Public Library	\$28,674	\$28,300
S.C. Media Specialist	\$29,625	\$29,625

**Beginning Librarian Salary
 Medium-sized Public Libraries
 Compared to S.C. Beginning Media Specialist**



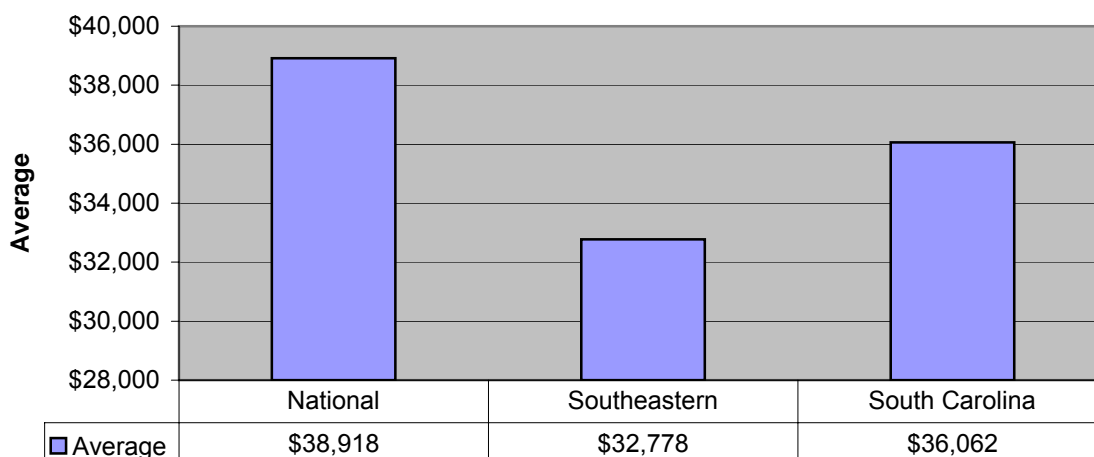
Survey of South Carolina Librarian Salaries 2005

Beginning Librarian - Public Libraries

Beginning Librarian All Libraries

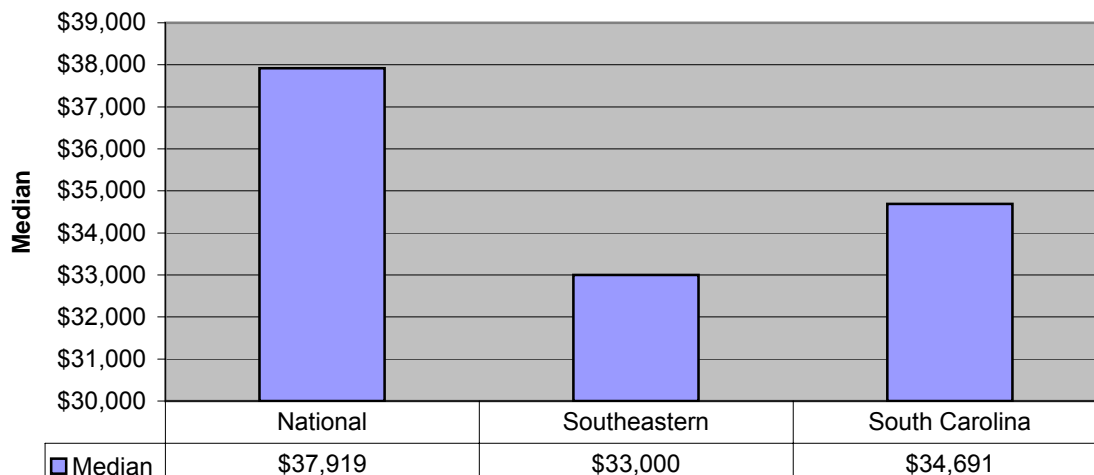
	Average	% SE	% National
National	\$38,918		
Southeastern	\$32,778		
South Carolina	\$36,062	110%	93%

Average Salary Beginning Librarians in Public Libraries



	Median	% SE	% National
National	\$37,919		
Southeastern	\$33,000		
South Carolina	\$34,691	105%	91%

Median Salary Beginning Librarians in Public Libraries

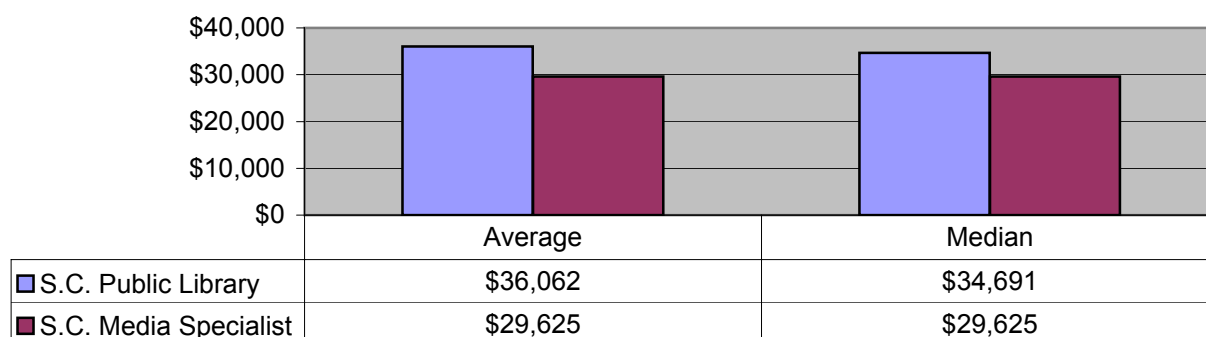


Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Beginning Librarian **All Libraries**

	Average	Median
S.C. Public Library	\$36,062	\$34,691
S.C. Media Specialist	\$29,625	\$29,625

**Salary Beginning Public Librarian
Compared to Beginning Salary for Media Specialist**



Survey of South Carolina Librarian Salaries 2005

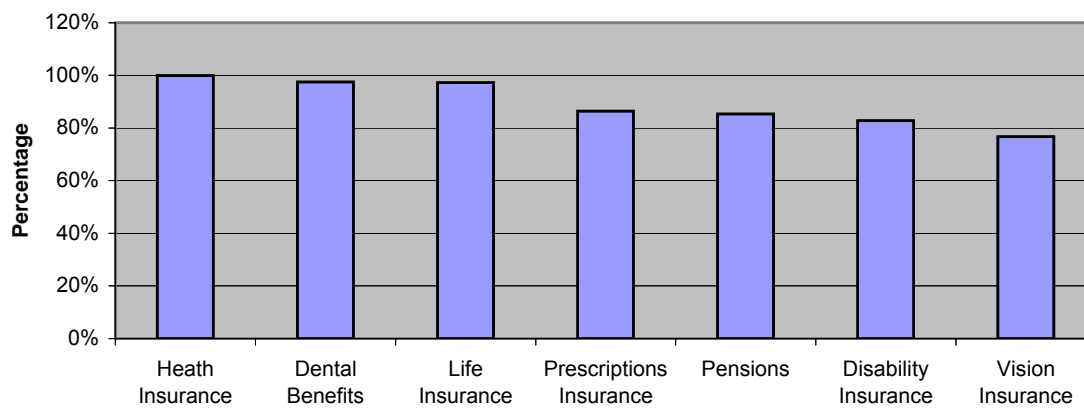
Benefit	Percentage Responding Yes
Health Insurance	100%
Dental Benefits	98%
Life Insurance	97%
Prescriptions Insurance	86%
Disability Insurance	83%
Vision Insurance	77%
Pensions	85%
Annual Leave/Vacation	98%
Sick Leave	98%
Berevment Leave	91%
Training & Education Leave	91%
Personal Days	48%
Saving/URA/Deferred Comp	97%
Professional Memberships	77%
Transportation Subsidies	74%
Tuition Reimbursement	55%

Staff Benefits					
Benefits	Number of Libraries Responding	Number Responding Yes	Percentage Responding Yes	Number of Days Earned	
				Minimum	Maximum
Health Insurance	42	42	100%		
Dental Benefits	41	40	98%		
Life Insurance	36	35	97%		
Vision Insurance	30	23	77%		
Disability Insurance	35	29	83%		
Prescriptions Insurance	37	32	86%		
Pensions	34	29	85%		
Savings/URA/Deferred Comp	37	36	97%		
Training & Education	35	32	91%		
Tuition Reimbursement	31	17	55%		
Professional Memberships	35	27	77%		
Transportation Subsidies	34	25	74%		
Vacation	41	40	98%	5	35
Sick Leave	41	40	98%	10	12
Personal Days	25	12	48%	1	2
Berevment Leave	34	31	91%	1	4

Survey of South Carolina Librarian Salaries 2005

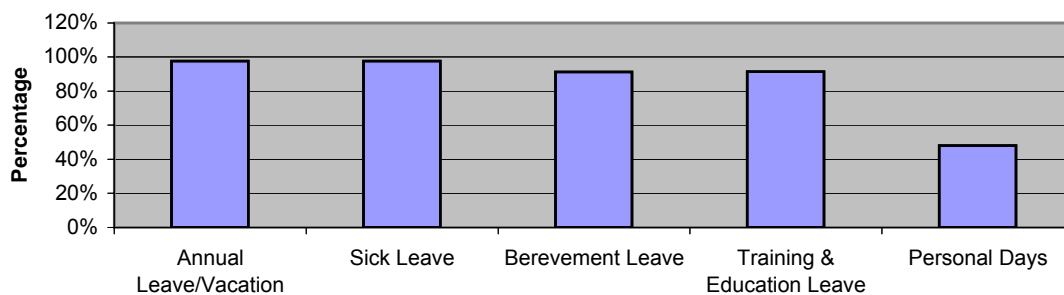
Benefit	Percentage Responding Yes
Heath Insurance	100%
Dental Benefits	98%
Life Insurance	97%
Prescriptions Insurance	86%
Pensions	85%
Disability Insurance	83%
Vision Insurance	77%

Percentage of Libraries Providing Insurance and Pension Benefits



Benefit	Percentage Responding Yes
Annual Leave/Vacation	98%
Sick Leave	98%
Berevement Leave	91%
Training & Education Leave	91%
Personal Days	48%

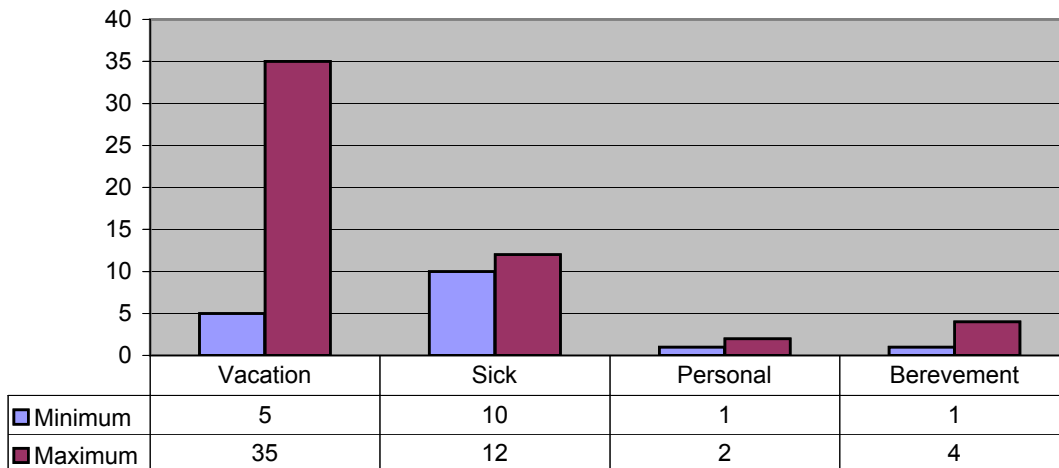
Percentage of Libraries Providing Leave



Survey of South Carolina Librarian Salaries 2005

Number of Days Earned each Year		
	Minimum	Maximum
Vacation	5	35
Sick	10	12
Personal	1	2
Berevment	1	4

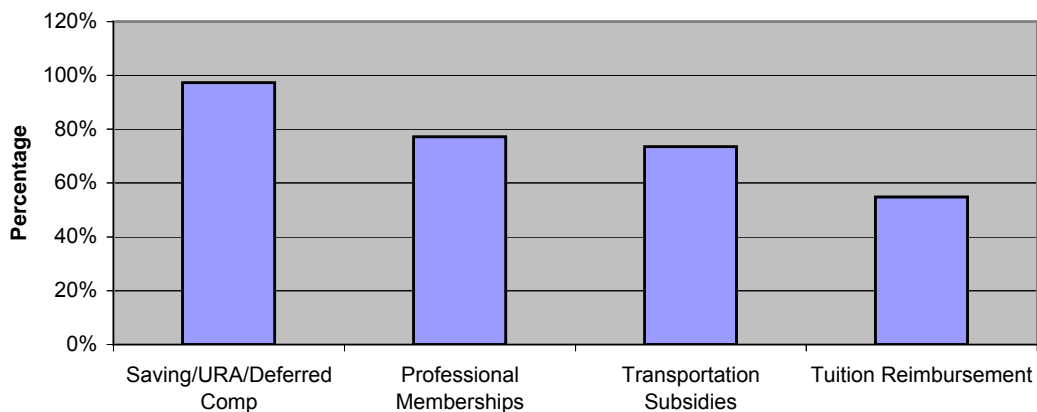
Number of Days Leave Earned Annually



Note Personal Days: Three libraries provide Personal Days in lieu of Vacation Leave and Sick Leave.

Benefit	Percentage Responding Yes
Saving/URA/Deferred Comp	97%
Professional Memberships	77%
Transportation Subsidies	74%
Tuition Reimbursement	55%

Percentage of Libraries Providing Other Benefits



Survey of South Carolina Librarian Salaries 2005
